

COMPREHENSIVE AGREEMENT FOR

2006-2007

between the

**WEBSTER CITY EDUCATION
ASSOCIATION**

And the

**BOARD OF EDUCATION, WEBSTER CITY
COMMUNITY SCHOOL DISTRICT**

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ARTICLE I

PREAMBLE

The Board of Directors of the Webster City Community School District and the Webster City Education Association recognize and declare that providing a quality education for the students of the Webster City School District is their mutual desire. Wherefore, the Board and Association hereby agree as follows:

ARTICLE II

RECOGNITION

The Board of Directors of the Webster City Community School District, hereinafter referred to as the "Board", hereinafter referred to as the "Association", as the certified exclusive and sole bargaining representative for all personnel presently or hereafter employed by the Webster City Community School District and within the Bargaining Unit described by PERB certification instrument (Case Number 237), issued by the PERB on the 23rd of September, 1975.

The Bargaining Unit as described in the above certification is as follows:

Included: All professional full-time or regular part-time employees, including classroom teachers, librarians (a.k.a. Media Specialists), guidance counselors, special education teachers, special teachers in music, physical education, art, developmental reading (a.k.a. Chapter I Reading), remedial math (a.k.a. Chapter I Math) and TAG (a.k.a. Project Explore).

Excluded: Secretaries and clerks, custodians, food service employees, transportation employees, nurse, maintenance personnel, para-professionals and educational aides (a.k.a. teacher associates or educational associates) and all others not specifically designated above or as excluded by Section 4 of the Act.

Definitions

Employee: The term employee as used in this Agreement shall be those employees within the Bargaining Unit as described by the certification referred to herein.

Day: The term day, as used in this Agreement, shall mean a calendar day unless otherwise specified.

ARTICLE III

GRIEVANCE PROCEDURE

Section 1.

A grievance shall mean only a complaint that there has been a violation, misinterpretation or misapplication of any of the specific provisions of this Agreement.

Section 2.

(a) Every employee within the Bargaining Unit shall have the right to present grievances in accordance with these procedures.

(b) The failure of an employee (or, in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grieving to proceed to the next step. The time limits, however, may be extended by mutual agreement.

(c) It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever of the instructional duties or related work activities of the grieving employee or of the teaching staff.

Section 3.

(a) **First Step:** An attempt shall be made to resolve any grievance in informal, verbal discussion between the complainant and his or her Supervisor. At the commencement of such discussion with said Supervisor, the Supervisor shall be advised by the complainant that the discussion should be considered as the First Step of a Grievance Procedure.

(b) **Second Step:** If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing with the Supervisor, and, at a mutually agreeable time, discuss the matter with the Supervisor. The written grievance filed on the form set forth in Schedule D shall state the nature of the grievance, shall note the specific clause or clauses of this agreement allegedly violated and shall state the relief requested. The filing of the formal written grievance at the second step must be within fifteen (15) school days from the date of occurrence of the event giving rise to the grievance. The Supervisor shall make a decision on the grievance and communicate it in writing to the employee, the Association and the Superintendent within ten (10) school days after receipt of the grievance.

(c) **Third Step:** In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee shall file, within five (5) school days of the Supervisor's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such copy of the written grievance is filed, the aggrieved and Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall file a decision within ten (10) school days of said meeting and communicate it in writing to the employee, the Association and the Supervisor.

(d) **Fourth Step:** If the grievance is not resolved satisfactorily at Step 3, there shall be available a Fourth Step of impartial binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the Superintendent within twenty (20) school days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties within seven (7) school days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) school days, the Public Employee Relations Board will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the

arbitrator. Said arbitrator must be selected within five (5) school days after receipt of the panel of arbitrators. The decision of the arbitrator will be binding on the parties. Expenses for the arbitrator services shall be borne equally by the Board and the Association.

The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the Board and the Association and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the agreement.

Section 4.

The grieving employee shall have the right to have a representative of the Association present during all phases of the grievance procedure if the employee so desires.

Section 5.

If a grievance is to be filed or processed on or after May 15, time limits herein referred to as "school days" shall convert to "weekdays" Monday through Friday.

Section 6.

Those provisions of this Article dealing with communication of decisions to the Association may be grieved by the Association President or grievance chairperson.

Section 7.

The Association and the Superintendent may mutually agree to the filing of a grievance by the Association at the Third Step of the grievance procedure under the following circumstances:

- a. The grievance involves the application of a provision of this Contract to a fact situation shared by more than one employee.
- b. The employees directly affected by the grievance be identified either by class or name.
- c. During the grievance procedure, the Association will be acting on behalf of all those identified and the results of the grievance shall be binding on the entire class or group identified.

ARTICLE IV

DUES DEDUCTION

A. **Authorization** - Any employee within the Bargaining Unit who is a member of the Association, or who has applied for membership, may sign and cause to be delivered to the Secretary of the Board an assignation authorizing payroll deduction of current annual professional dues by or through the Association. The form of this assignment must be as set forth in Schedule C.

B. **Regular Deduction** - Pursuant to a deduction authorization, the Board shall deduct 1/7 of the total dues from the regular salary check of the employee each month for seven (7) months, beginning in October and ending in April of each year and said authorization must be in the hands of the Secretary of the Board by October 1st.

C. **Prorated Deduction** - Employees who begin dues deductions after October shall have the total dues prorated on the basis of the remaining months of employment through April. If dues deductions are authorized after October 1st, the assignment must be filed on or before the first day of the month in which the deductions are to commence.

D. **Revocation** - Such authorization shall continue in effect throughout the school year unless revoked in writing by a thirty (30) calendar day notice to the Board.

E. **Transmission of Dues** - The Board shall transmit to the Association the total monthly deduction for professional dues within fifteen (15) school days following the termination of each regular payroll period, along with the listing of the employees for whom deductions were made and those employees who have revoked their deduction authorization in a timely manner for that pay period or have terminated employment during said period. A violation of this provision may be grieved by the Association President.

F. **Association Responsibilities** - The Association is responsible for providing information to its members of the dues deduction system and for the printing and distribution of the dues deduction assignment.

G. **Other Deductions** - Upon appropriate written authorization from the employee, the Board will deduct from salary for approved payroll deduction programs.

ARTICLE V

WORK YEAR AND HOLIDAYS

A. **In-School Work Year** - The in-school work year for employees shall not exceed one hundred ninety-five (195) days including the Holidays provided in Section B herein. For the school year 2005-06 one Professional Development Day has been added with funding provided by the State of Iowa.

B. **Holidays** - No employee shall be required to perform duties on the following holidays:

1. Labor Day
2. Thanksgiving Day
3. Christmas Day
4. New Year's Day
5. Good Friday
6. Memorial Day

ARTICLE VI

EMPLOYEE HOURS

A. Length of Work Day:

1. The basic workday shall be seven and three-fourths ($7\frac{3}{4}$) hours. The basic workweek shall be thirty eight and one half ($38\frac{1}{2}$) hours. Hours of work shall be from 8:00 a.m. – 3:45 p.m. unless modified by the building administrator.

2. On Fridays, employees shall be released fifteen (15) minutes prior to the end of the normal workday. If students are dismissed early prior to vacation or holidays, teachers will be released thirty (30) minutes after student dismissal.

3. The beginning or closing hours may be changed or extended by the Principal of each building for faculty or other appropriate meetings reasonably incident to the teaching duties of the employees.

4. In the event there is an early dismissal of all students within the District due to inclement weather, employees shall be allowed to leave thirty (30) minutes after student dismissal. On days when student attendance is not required due to inclement weather, employee attendance shall not be required.

5. On days of inclement weather resulting in a late start of the school day, employees need not report until thirty (30) minutes prior to the beginning of the school day.

B. Duty Free Periods:

1. Each employee shall have a daily, uninterrupted, duty-free noon break as follows:

A. Elementary school employees shall have at least thirty minutes.

B. Junior High School and Senior High School employees shall have no less than twenty (20) minutes.

Such noon breaks will be scheduled by the Building Principal and are subject to emergencies affecting the schedule which could not be reasonably foreseen by the Principal including the unavoidable absence of supervising personnel during the noon period.

2. On those school days when there is no open time available to any employee during the normal student's school day, the Building Principal shall schedule one ten (10) minute duty-free break for that employee.

C. **Extra Compensation** - Where any employee is absent and a substitute is not obtained, any other employee may be assigned by a Building Principal to carry out the teaching assignment of the absent employee. Any employee acting as a substitute under these circumstances shall be paid at the rate of \$6.00 per hour in addition to their regular salary. The claim for such compensation must be approved by the Building Principal and submitted to the Superintendent prior to the end of the semester during which the claim accrued.

D. **Elementary Field Trips** - No elementary employee shall be required to accompany a field trip extending substantially beyond the normal school day and such participation shall be voluntary.

ARTICLE VII

IN-SERVICE TRAINING

In-service training shall be defined as those activities and meetings conducted during those days set aside during the school year as in-service training which assist in improving the teaching performance of the employee and to upgrade the instructional process. Such in-service training shall be administered as follows:

1. An In-Service Training Advisory Council shall be established as follows:

The council shall consist of four (4) administrators appointed by the Superintendent and four (4) employees chosen by the Association. Association representatives shall serve a two (2) year term on the In-Service Committee. The Council shall be authorized to establish subcommittees or ad hoc committees continuing specific projects as deemed desirable to the Council.

Or

The Association may appoint the School Improvement Team for the inservice committee.

2. The Council shall establish its own rules of procedure consistent with the above membership requirement and shall provide for selection of a chairman who shall be responsible for the arrangement and conduct of meetings. A minimum of two meetings shall be held each school year.

3. All recommendations from individual employees regarding in-service programs or meetings may be submitted to the Council for consideration.

4. The Council shall make recommendations to the Board regarding times for in-service training and such recommendations may reflect majority and minority opinions of the Council.

5. The Council shall determine the activities to be undertaken on in-service days. In the case where several proposals are before the Council and none can muster simple majority approval, the proposals will be reduced to those two proposals with the first and second place number of votes. These proposals will then be voted upon with the majority position prevailing. In case of a tie vote on such proposals, the Superintendent shall cast the deciding ballot.

ARTICLE VIII

HEALTH AND SAFETY

A. **Physical Examination** – All new employees shall submit a report of physical examination, upon a form to be provided by the Superintendent, after the offer of employment is made, and before the beginning of service. The physical examination shall be given by a licensed physician of the employee's choice. A TB skin or patch test shall be sufficient evidence of the absence of tuberculosis except where this test is positive. When a positive reading is indicated, a chest X-ray shall be required at the expense of the employee.

B. **Use of Force** - Any employee may, within the scope of employment responsibilities, use and apply such amount of force as is lawful to quell a disturbance threatening physical injury to others; to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil, for the purpose of self-defense; and for the protection of other persons or property.

C. **Safety Procedures** - The Board shall take reasonable precautions to provide for reduction of potential hazards to the health and safety of the employees. The parties also recognize that safety is a mutual obligation of the employer and the employee. In the event that an employee observes such a potential hazard, said employee shall make a written notice of such condition to the Principal. If such condition is not remedied within fifteen (15) days, a copy of such written notice shall be filed by such employee with the Superintendent for further investigation and recommendation to the Board regarding appropriate action. Employees will be requested but not required to return to their work areas to search for bombs during a bomb threat. Upon exiting the building if the employee sees anything out of the ordinary they will report it to the building principal, police and/or fire department.

ARTICLE IX

FORMAL EVALUATION PROCEDURE

A. All beginning teachers shall be formally evaluated a minimum of once each semester. All non-probationary employees shall be formally evaluated and have a cumulative performance review once every three years. They will be on a three year cycle that is on going. The evaluator may also conduct informal observations of the employee.

1. Teachers with an initial provisional license shall be evaluated with the Comprehensive Evaluation Summative Evaluation instrument developed by the Iowa Department of Education. These teachers will also participate in the Webster City Community School District's mentor program.

B. **Notification:**

1. Within four (4) weeks after the beginning of each school year or after an employee's first day in a new assignment, the Administrative staff shall acquaint

employees with the Iowa Teaching Standards and criterion, the district-adopted descriptors, and the procedures and instruments to be used.

2. No formal evaluation shall be commenced until the orientation as described above is completed.

3. The right of the Board or its designated representatives to change the person or persons conducting the formal evaluation or classroom observations during the school year is reserved upon the condition that the employees be advised of such change before such person is used as an evaluator or classroom observer.

4. Informal classroom visits by the Superintendent or his designee may occur at any time.

C. Evaluation procedures shall be consistent between evaluators within the district. In no case shall teachers in one building be required to follow procedures that are different from those in other buildings.

D. A classroom observation occurs when an observation of the employee's classroom teaching performance is initiated for evaluation purposes. All such classroom observations shall be conducted openly and with the full knowledge of the teacher. An employee shall receive or written feedback following each formal observation within five (5) school days.

E. 1. Within fifteen (15) school days after each formal written evaluation, the evaluator shall discuss the evaluation with the employees. If any aspect of the employee's teaching performance is rated as "needs improvement" by the evaluator, the evaluator shall list any appropriate suggestions for improvement known to the evaluator.

2. If an employee receives a rating of "does not meet the standard" on their formal written evaluation, then such rating can be grieved. The grievance shall be processed through the formal grievance procedures with the date of occurrence of the event being the date of receipt of the evaluation by the employee.

The arbitrator's review will be limited to whether the rating or statement in question is arbitrary, capricious or without basis in fact. The arbitrator's remedy shall be limited to correcting the rating or statements contained in the evaluation.

Determination that an employee is in need of intensive assistance and the implementation of intensive assistance is not subject to the grievance procedure.

3. Following the conference between the employee and the evaluator, the employee shall sign the original copy of the formal evaluation to indicate awareness of its content. Within five (5) school days after the evaluation conference, the employee shall have the right to submit a written explanation of statement regarding the formal evaluation for inclusion with the formal evaluation. The evaluator shall sign and date this statement to indicate awareness of its content and when received. The formal evaluation and any

attachments shall be submitted to the superintendent by the evaluator.

F. This article deals solely with the formal evaluation procedure. Nothing in this article is to be construed as precluding additional evaluation of teachers by any other means deemed appropriate by the Board. In the event that such additional evaluation results in a written evaluation report to be placed in any employee's personnel file, the employee shall be provided a copy of said report and shall have the opportunity to respond to it by submission of a written statement to be attached to said report.

G. Upon twenty-four (24) hours notification to the Superintendent, an employee may review all written evaluation reports filed in any employee's personnel file.

ARTICLE X

SENIORITY

A. **Seniority Determination** - Seniority shall be defined as the length of full-time continuous service within the Webster City School District. Seniority shall not accrue but shall not be broken by unpaid leaves of absence of a full year. Seniority does not include service as a substitute, short or long term. Employees who work half-time or more shall receive a full year seniority. If two (2) or more employees have the same seniority, ties shall be broken by the last four (4) digits of an employee's social security number (highest number received the highest seniority).

Any employee hired as a temporary employee for one (1) year or less to replace an employee granted an extended leave of absence shall not accrue seniority

B. **Seniority List Posting**

1. No later than November 1 of each year, the Board shall post in all school buildings and deliver to the Association a seniority list.

2. The seniority list will include the employee's name, social security number, staff reduction category, and year continuous employment commenced.

3. If the employee or Association feels an error has been made in the seniority list, they shall bring it to the attention of the Superintendent.

4. The Association shall be notified of any changes which are made to the seniority list after the initial posting.

ARTICLE XI

STAFF REDUCTION

A. **Reduction** - When, in the sole, exclusive and final judgment of the Board, a reduction of staff becomes necessary due to budget restrictions or limitations, declining enrollment, in phasing out of special or federal programs, extensive changes in the curriculum because of changing needs or requests of students, or other reasons, the following procedure provided herein, shall be followed:

B. Staff Reduction Categories - Staff reduction will occur within staff reduction categories including:

Elementary Level (Pre-K - 4)

Regular Classroom Teacher
Pre-School Handicapped
Multi-Cat
MD

5-8

Regular Classroom Teacher
Multi-Cat
MD-SCIN
BD

9-12

Regular classroom by subject matter area, i.e. math, science, social studies, English, life management, industrial arts, business, foreign language by endorsement, vocational agriculture, multi-occupations, health
BD
MD Severe
Multi-Cat
Reconnecting Youth Prevention

K-12

Music
Art
PE
Guidance
Media

Order of Reduction: Within the staff reduction categories to be reduced, employees will be reduced in the following order:

1. Those employees with "temporary" or "emergency" certificates shall be terminated first.
2. Employees on probation as defined in Section 279.19, Code of Iowa.
3. Nonprobationary employees in inverse order of seniority.
4. Exceptions may be made in the order of reduction provided in items 1-3 above if necessary to maintain a program, to maintain compliance with NCA accreditation standards, or to maintain an employee with necessary state teaching certification for a position to be retained.

C. Notification - Specific notice of reduction shall be given those individuals to be terminated and the Association no later than April 30th. The notice will indicate the reason or reasons for staff reduction.

D. Benefits - Any professional employee who is re-employed after termination under this Article shall be placed on the salary schedule at the step above the one in effect at the time of departure if eligible for same.

E. Recall Provisions

1. Any employee who resigns subsequent to receiving a notice of termination due to staff reduction or is terminated because of staff reduction shall be recalled as provided herein.

2. Employees referred to in section one shall be recalled for a period two (2) years (from the last regular teacher workday in the year of layoff) if a written request for recall is filed with the Superintendent prior to September 1 of the year in which such employee was terminated. Any teacher wishing to retain his/her recall privileges shall keep the Superintendent informed in writing of his/her current address and the address so provided will be used as the mailing address for any information regarding the recall.

3. In filling open positions, those employees on recall shall be recalled when there is a position open in the staff reduction category from which the employee was reduced or a position open in a staff reduction category in which the employee has taught in the Webster City Community School District during the last five years and, in either instance, the employee is certified for the vacant teaching position. Chapter I teachers are entitled to be recalled in the Regular Classroom category. If more than one (1) employee is so qualified for the vacancy, employees shall be recalled in the inverse order of termination. Employees will be notified via regular mail, addressed to the employee at the latest address recorded with the Superintendent. Failure of the employee to affirmatively respond within ten (10) calendar days of mailing shall be deemed a waiver by the employee of that recall opportunity.

4. **Exception** - Any employee hired as a temporary employee for one (1) year or less to replace an employee granted an extended leave of absence shall not be eligible for recall rights.

F. Grievance - Any employee entitled to recall shall retain the right to grieve the recall provision herein for two years after employment is terminated pursuant to staff reduction.

ARTICLE XII

LEAVES (SPECIAL)

A. **Bereavement** – In the event of the death of an employee's parent, child, sibling, corresponding in-laws of the prior relatives; spouse, step-parent, step-child, grandparent or grandchild, the employee shall be granted leave with pay for the amount of time necessary for attendance at the funeral and for making funeral arrangements not to exceed five (5) days per occurrence. In the event of the death of an employee's other relatives, the employee shall be granted leave with pay not to exceed three (3) per occurrence. In the event of a death of a non-relative the employee shall be granted one (1) day per year. Notification of the death and application for leave shall be made through the Building Principal prior to the commencement of the leave. In the absence of the Building Principal, said application may be made directly to the Superintendent or his designated representative. The determination of the amount of leave time "necessary" shall be at the discretion of the Superintendent or his designated representative. The leave is not cumulative.

B. Family Illness Leave – Each employee will be granted three (3) nonaccumulative days per year of family illness leave. Family leave will be granted for illnesses or hospitalization of an employee's parent, spouse, child, sibling, corresponding in-laws of the prior relatives' spouse, step-parent, step-child, grandparent or grandchild.

C. Personal Leave - Each employee will be granted three (3) non-accumulative days per year for personal leave. Said leave shall be exercised in no less than one-half (1/2) day increments. Only two (2) employees per building may exercise personal leave at any one (1) time. Personal leave shall be available for matters that cannot be handled outside of work time. Employees must apply for personal leave seven (7) days in advance. An employee making application for personal leave shall not be required to state the reason for which the leave is requested, but by signature on the application form attests that the reason for the leave meets the standard.

D. Professional Leave

1. At the discretion of the Superintendent, professional leave, with pay, may be granted to employees for the attendance of conferences, workshops, seminars or classes conducted by colleges, universities, or other educational institutions or organizations. Such professional leave must be approved in advance by the Superintendent.

2. All employees shall have the opportunity to apply for professional leave through their Building Principal.

3. During the absence of the employee during professional leave, necessary substitute teachers shall be provided by the Board.

4. The Superintendent will have the authority to provide conference or meeting fees, travel expenses or otherwise assist in offsetting the cost of such professional leave. The allowance of this financial assistance shall be at the sole discretion of the Superintendent.

E. Association Leave - Upon no less than five (5) school days notice to the Superintendent by the Association President, representatives of the Association shall be allowed up to a total of twelve (12) teaching days during the school year for attendance of meetings or assemblies of the Association or its affiliate organizations. No more than five (5) employees may utilize this leave on the same day. The Board will be reimbursed by the Association for substitutes pay at the existing rate for substitutes hired or extra compensation paid employees during such leave. The notice requirement herein may be waived by the Superintendent. This provision may be grieved pursuant to the grievance procedure by the President of the Association.

F. Jury Leave - Any employee called for jury duty during school hours, will be granted leave for such purpose and will receive full pay with a reduction being made for jury duty remuneration during the length of duty. The Board will provide for necessary substitutes during the duration of such jury duty.

G. Other Leave - The article does not preclude the granting of other leave by the

Board upon application by employees through the Building Principal. "Other Leave" may include graduate study leave, short term leave and any other leaves deemed desirable by the Board. The decision regarding the granting of such leaves and whether such leaves shall be with pay or without pay shall be at the sole discretion of the Board. The employee may refer to Board policies for guidelines in this area.

H. **Discretionary Leave** – One day of unpaid leave may be granted by the Superintendent.

ARTICLE XIII

SICK LEAVE

A. **Accumulative Benefits** - All regular employees within the Bargaining Unit shall be entitled to sick leave subject to the conditions herein in regard to absence from duty due to personal illness or injury, regardless of whether such illness or injury was incurred during the course of employment. This leave applies to mental and physical disabilities (including disability from pregnancy and/or child birth). Unused sick leave days shall be accumulated from year to year, cumulative to one hundred five (105) days subject to the conditions herein. The amount of sick leave each employee is entitled to during any given year shall be as follows:

1. First year of employment within the Webster City Community School District - 10 days.
2. Second year of employment within the Webster City Community School District - 11 days.
3. Third year of employment within the Webster City Community School District - 12 days.
4. Fourth year of employment within the Webster City Community School District - 13 days.
5. Fifth year of employment within the Webster City Community School District - 15 days
6. Sixth year of employment within the Webster City Community School District - 17 days.
7. Seventh and subsequent years within the Webster City Community School District - 20 days

B. **New Employees** - Employees within the Bargaining Unit who are commencing their first year of employment with the Webster City Community School District will accrue no sick leave benefits prior to reporting for their assigned duties.

C. **Worker's Compensation** - If an employee is hurt or disabled on the job, the employee shall have an option to choose the worker's compensation payment or receive a supplement from the District to provide a total day's pay with an accompanying deduction of one (1) day sick leave per each day absent.

D. **Accumulation Information** - Each employee shall have the right to receive a written accounting of accumulated sick leave days from the Board on written request.

E. **Extended Leave** - An employee who is unable to work because of personal illness or disability, and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or disability, up to one year,

and the leave may be renewed each year by the Board upon written request by the employee.

F. Anticipated Medical Disability Leave - An employee who anticipates medical disability which shall cause the employee to be absent from the employee's duties during any portion of the employee work year, shall notify the superintendent as soon as possible. Such notice shall be in writing and shall include the following information, if known:

1. Expected date of disability.
2. Whether the employee plans to continue to perform duties during the period in anticipation of disability.
3. The date the employee wishes to commence disability leave.
4. Whether the employee plans to return to duties following disability leave, and, if so, the date the employee wishes to return. The Superintendent shall immediately be advised of any changes in the dates provided by such notice.

Any employee anticipating disability leave who desires to continue the performance of duties during the period in anticipation of disability may continue to do so provided that the employee's health and teaching are not affected and the employee is physically capable to continuing to perform said duties. Upon request of the Superintendent, the employee shall provide a statement from the employee's physician stating that the employee is capable of performing duties during anticipation of disability leave.

A teacher who is disabled shall begin sick leave on the date medically indicated by the teacher's physician and report it in writing to the Superintendent. The teacher may return to the teacher's position at such time as the teacher's physician states that the teacher is physically able to do so.

Extension of leave beyond the medically indicated date shall be mutually agreed by the Superintendent and the employee, with the condition that any such extension required by the Board for reasons not related to the employee's ability to perform regular duties shall be treated as paid leave and not considered as sick leave.

Section D of the insurance article herein shall apply in situations where sick leave is exhausted during the medically indicated portion of the disability leave.

A leave of absence without pay beyond the time medically indicated for the termination of disability leave may be granted, at the Board's discretion, upon the employee's request for a period not to exceed the remainder of the contract year in which such leave is granted.

G. Leave Bank - To be used by eligible employee in the event of a catastrophic illness, accident, or serious family illness as defined in Article XIIC.

1. **Establishment** - A leave bank will be established for the use of employees who choose to participate. Use of leave bank days will commence on the day of sickness, injury, or serious family illness as defined in Article XIIC of the eligible employee and continue until employee is eligible for employment. The bank year will be the contract year.

2. **Participation** - Participation in the leave bank will be on a voluntary basis.

Each participating individual employee's contribution will be made in the form of a one-time contribution of one (1) day of sick leave from his/her current year's allocation. The days contributed to the bank becomes the property of the bank and will not be returned to the employee, except under Paragraph 5 below.

3. **Enrollment** – Enrollment will take place during opening workshop but in no case later than September 10 and will entitle the enrolling employee to membership until revoked in writing by the employee. Enrollment shall consist of the signing of three (3) copies of the Leave Bank Enrollment Form in Appendix Schedule F and forwarding them to the Superintendent's Office. The Form indicates the year of coverage and authorizes the sick leave transfer to the bank. The Superintendent will sign the forms and return one (1) copy to the employee and one (1) copy of the Association.

4. **Unused Days in Bank** – Assets of the bank will accumulate. The following year's bank will consist of days carried over from the previous year. The Board will provide the Association with verification of the bank's total number of days for the current year and of the previous year's usage of bank days no later than September 30 of each year.

5. **Use of Bank Leave Days** – Eligible employees must request in writing to the Superintendent that he/she wishes to withdraw days from the bank to a maximum of 20 days in a contract year. An eligible employee is one who has timely volunteered for participation in the leave bank and who has exhausted his/her personal sick leave (in the event of the employee's illness or accident) without being eligible for long term disability (under Article XVI: Insurance), worker's compensation (under Article XVI: Insurance), and/or social security disability. In the event of serious family illness, the eligible employee must have exhausted all available leave options.

6. **Payback of Leave Days Used** – Employees who use days from the Leave Bank will be required to pay back the days used at a rate of a minimum of ½ of the annual allotment of sick leave days each year until the full number of days used are reimbursed to the bank. Employees may elect to pay back at a faster rate than the minimum. Employees who leave the district without completing the Payback of days used from the Leave Bank will be required to reimburse the district for the remaining days at the maximum substitute pay rate. Employees who retire at age 62 or are placed on full disability will be exempt from paying back days used from the Leave Bank.

7. **Leave Bank "Sunset" Clause** – Article XIII Section G – Leave Bank will automatically terminate and be expunged from the Master Contract after three years (at the conclusion of the 2006-2007 contract year.)

ARTICLE XIV

WAGES

A. **Schedule** - The salary of each employee covered by the regular salary schedule is set forth in Schedule A., which is attached hereto and made a part hereof.

B. **Placement on Salary Schedule** - Employees newly hired into the District shall be granted credit for a minimum of five (5) years of previous teaching experience in a

duly accredited school if within the last five (5) years. (Effective 7/1/86 and not retroactive). The Board in its discretion may grant credit for additional years of teaching experience. The district will furnish a letter concerning placement on the salary schedule.

C. Advancement on Salary Schedule - Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their education classifications is reached. A teacher must be employed for a minimum of seven (7) months (140 contract days) in a school year before he/she is eligible for the next increment step for the following year.

An employee moving from a salary step within the BA lanes of the salary schedule shall move to the appropriate MA lane and one step vertically.

An employee moving from the Career Increment area of the BA lanes of the salary schedule to the MA lane shall move to the appropriate corresponding career increment step of the MA lane.

Example: BA

4% of BA Base

MA

5% or 6% of BA Base

D. Educational Lanes:

1. Special Conditions: When a teacher applies for the BA + 10 and BA + 20 level, a certified transcript shall be presented before September 10 of the school year. All credits approved by the Superintendent shall be accepted when the institution where the credits are earned has designated the credits as graduate credit. However, these credits will not be honored if they are for the purpose of gaining proper certification or gaining proper certification or gaining endorsement approval to teaching assigned subjects.

Beginning with the 1985-86 school year, a new lane shall be implemented to be called BA + 30 Lane. This category will become effective for those instructors who secure a minimum of 10 semester hours of graduate credit over the BA + 20 level after January 1, 1985 in courses that are directly related to their instructional matter area or as requested by the school administration. Three of these hours may be in approved methodology type classes. Approval of all such course must be received in writing from the Superintendent of schools prior to entrance into the course effective with the 1991-92 school year.

For any teacher to be placed on the MA + 15 level, 15 semester hours of credit approved by the Superintendent beyond the receipt of the Master's Degree must have been earned. The same rules apply for MA + 30.

2. General Specifications for Participation on Schedule:

A. Class I, II, III, IV - Teachers employed in these classifications must earn six (6) semester hours of graduate credit approved by the Superintendent within five (5)

years after initial employment or from the last change in salary schedule classification. Failure to comply will automatically freeze the employee to the present step. When the teacher does comply, the employee's base will be adjusted to the current level and the employee will advance to the next step on the schedule above the point previously held.

B. Class V, VI - The teachers in these classifications will be expected to earn six (6) semester hours of approved graduate work during a five (5) year period.

C. Class VII - Teachers in this classification will not be required to obtain formal college credit but shall be expected to expand their professional competence to meet the needs of their assignment and to provide evidence acceptable to the Board of Education.

D. All changes in classification will be made only upon evidence of a certified transcript from the institution granting the degree or credit.

E. Approval of Credits: (For BA + 10 and BA + 20 with the BA + 30 requirements as given on page 20, D1, paragraph 2.)

Where approval of credits by the Superintendent is provided for in this Article, approval shall be granted to:

1. All graduate courses taken on the campus of an accredited college or university, not previously taken by the employee, that are within the subject matter being taught by the employee.

2. All graduate courses that are part of a Master's Degree program pursued by an employee at an accredited college or university. The Superintendent may request, prior to approval, a certified letter from the employee's graduate school advisor showing an outline of the courses to be completed for the Master's Degree.

Approval of any other courses shall not be unreasonably withheld. If approval is withheld, the Superintendent shall enumerate the reasons for refusing the credit upon the request of the employee offering such credit. If the employee is dissatisfied with the reasons for refusing to approve such credit, the employee shall be entitled to a hearing before the Board for a final decision. This decision shall not be subject to the grievance procedure provided in this agreement.

F. Proof of Credit - Whenever this Article provides for production of a certified transcript, the Superintendent may accept other proof of credit acceptable to the Superintendent.

G. Method of Payment:

1. **Pay Period** - Each employee working the full year shall be paid in twelve (12) equal payments on the twentieth (20th) of each month. Employees shall receive their checks at their regular buildings and if the payment date falls on a school holiday, vacation, or weekend, employees shall receive their paycheck on the last previous working day.

Employees who are new in the teaching profession may, at their option, elect to receive up to fifty (50%) percent of the first salary installment after the completion of the first ten (10) days of employment. The balance of the first month's installment of the contract salary shall be paid on the regular pay day.

2. **Summer Checks** - Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee on the 20th of the month.

3. Staff members that have questions concerning what is included in a certain paycheck can send the question in writing or e-mail to the office. The district will respond to all questions/inquiries.

H. **Travel** - Upon application and prior approval of the Board, the Board may allow an employee who plans to travel either within the United States or to foreign countries, one or more credits to apply toward the credit barrier of six (6) hours every five (5) years. The allowance of said credit is solely at the discretion of the Board and the Board may impose conditions to be complied with including written reports and travel presentations before the credit is allowed. This decision shall not be subject to the grievance procedure provided in this agreement.

I. **Extra Assignment and Extended Contract Rate** - The salary schedule is based upon the regular school year as set forth in this Agreement.

All employees required by the terms of their individual contract to work an extended time beyond the regular school year shall be additionally compensated at a per diem rate commensurate with the employee's regular contract.

J. **Distribution of Phase II Funds** - The funds provided by the State for Phase II of HF.499 shall be distributed in the following manner:

1. Based on the equal distribution to all eligible full-time equivalent staff.
2. Distribution shall be based on the staff on September 10th of the current year.
3. Distribution computations shall be as per the 1987-88 procedures.

K. **Professional Mentoring Program** - Sets up procedures for implementation and Salaries paid to people involved.

ARTICLE XV

SUPPLEMENTAL PAY

A. **Extra Service Pay:**

1. **Approved Activities:** The Board and the Association agree that the extracurricular activities listed in Schedule B are official school-sponsored activities. All insurance protecting employees in effect during the regular school day will extend to such activities.

2. **Rates of Pay:** Employee participation in those activities on the supplemental pay schedule shall be contractual and shall be compensated according to the rate of pay as provided in Schedule B, which is attached hereto and incorporated herein. If additional activities involving extracurricular duties outside of the employment contract are initiated during the year by the Board, the rate of pay will be mutually agreed upon

by the Board, the Association, and the employee involved.

3. Termination of Activity: In the event that any of the activities described herein are terminated by the Board, such termination shall not be cause for termination of the Teachers Contract of the employee who has assumed such activity.

4. Non-teaching Employees: If an employee has no teaching contract, the salary will be determined by multiplying the percentage by the appropriate experience step in the BA lane for each activity. An employee may transfer outside experience up to a maximum of five (5) years.

B. Employees who may be requested to use their own automobiles in the performance of their duties and employees who are assigned to more than one school per day shall be reimbursed for all necessary travel during their work day at the rate of 21 cents per mile unless an annual travel allowance has been mutually agreed upon between the Superintendent and the employee.

The same per mile rate shall be given for use of personal cars for field trips or other district business upon prior approval of the Board or its designated representative.

ARTICLE XVI

INSURANCE

A. **Types** - The Board agrees to provide all employees working 20 hours or more per week the following insurance protection:

1. Health and Major Medical: Each employee will be covered by a health and major medical program paid by the District. The terms for this benefit shall include: Medical: \$500/\$1000 deductible; \$1000/\$2000 out-of-pocket maximum; Physicians Visit – PPO \$10.00; PPO 10% coinsurance after deductible, non-PPO 20% coinsurance after deductible. Prescription Drugs: No out-of-pocket maximum; \$10 generic/\$20 preferred. The Board shall make a monthly contribution of \$75 per month toward the cost of the family plan for eligible spouses and dependents. Employees hired after January 1, 2005, are not eligible for the \$75 monthly contribution. Employees hired before January 1, 2005, who were not receiving the benefit, are not eligible for the \$75 monthly contribution. Spouses hired in the district as of January 1, 2005, who receive family insurance paid in full by the district, will continue to receive that benefit. Spouses hired after January 1, 2005 will be eligible for single insurance. If they desire family insurance the district will apply the premium of two single policies towards the family plan with the difference in cost of family insurance to be paid by the employee.

2. Life: The Board shall provide a group term life program with accidental death and dismemberment in the amount of \$25,000 for all eligible employees.

3. Disability: The Board shall provide a long-term disability insurance policy with benefits no less than those supplied in the preceding school year to all eligible employees. This program will pay a monthly benefit of 66 2/3% of the employee gross monthly salary.

4. Worker's Compensation: Each employee shall be covered by Worker's Compensation Insurance paid by the District. (See Article XIII, C - Sick Leave)

5. **School Liability:** Employees shall be covered by school financed liability insurance with coverage no less than that supplied in the preceding school year.

B. **Coverage** - The Board provided insurance programs for employees shall be for 12 consecutive months beginning as follows:

- A. Health and Accident: Upon initially reporting for work.
- B. Long-term Disability: Upon initially reporting for work.
- C. Life: October 1st if reporting to work at start of year

Employees beginning after the regular starting of the school year shall be covered as per the insurance policies within sixty (60) days of beginning employment.

C. **Descriptions** - The Board shall post in each building a description of the insurance coverage provided herein at the beginning of the school year, which shall include a description of conditions and limits of coverage as provided above. The Board will be responsible for providing insurance information in the form of application and enrollment meetings but the employee shall be responsible for meeting deadlines, proper completion of application cards and providing all information required by the by the insurance companies or the Board for coverage purposes.

In the event the Board changes insurance carriers, the District shall provide the Association with a copy of the insurance contract as soon as it is available from the insurance carrier.

D. **Continuation** - Subject to group insurance policy conditions and exclusions, the insurance benefits and Board contributions described herein will continue as follows:

1. In the event that an employee, absent because of illness or injury, has exhausted sick leave accrued, said benefits and contributions shall continue to the end of the next monthly pay period after expiration of such sick leave.

Further continuation of said benefits will occur only if paid for by the employee prior to billing dates as notified by the Board and said employee continues to be qualified to remain in the insurance group.

2. For employees on paid leave, and employees on a Board approved leave of absence without pay of less than twenty (20) school days, such benefits and contributions shall continue for the duration of such leave.

3. Employees on an unpaid leave of absence of more than twenty (20) school days will have the option of continuing such benefits by paying the full premium thereof prior to the billing dates are notified by the Board and said employees continue to be qualified to remain in the insurance group and such procedure is acceptable to the insuring companies.

ARTICLE XVII

VOLUNTARY TRANSFER PROCEDURES

A. Employees who desire a transfer from one building to another or a change in

grade or subject assignment must file a written request with the Superintendent prior to April 15 setting out the change in grade or subject assignment or the school or schools to which the employee desires to be transferred in order of preference.

B. The decision on all requests for voluntary transfer shall be at the discretion of the Board after consideration of the following factors:

(A) Best interest and needs to the School District.

(B) Qualifications of the applicant to fill the vacancy in question.

(C) Length of continuous service in the Webster City School District if there are two or more applicants for the same vacancy.

C. Notice of the disposition of a request for voluntary transfer shall be given to the employee prior to the end of the school year.

D. Notices of district vacancies shall be posted in each attendance center in the District as well as in the Administration Office Building on the hallway bulletin board within a reasonable time after such vacancies are known and when applications are being sought for such vacancies and three copies of such notice will be provided to the Association.

E. The provisions of this Article pertaining to requests for a change in grade or subject assignment and the processing thereof are subject to the Grievance Procedure provided in Article V only through Step Three of said Grievance Procedure.

F. The district will provide preliminary postings by February 15th each year.

ARTICLE XVIII

INVOLUNTARY TRANSFERS

A. Definitions

1. A transfer shall mean the movement of employees from building to building, the movement of elementary (PreK-6) employees to a different grade level, or the movement of secondary (7-12) employees from one (1) subject matter area to another. If an employee's job assignment is merely reapportioned such that the employee is not moved to a new building, grade level or subject matter area, this reapportionment shall not be deemed a transfer.

2. A vacancy refers to an opening in a position as defined by the employer which the employer desires to permanently fill. Such a position may be eliminated or restructured at the discretion of the employer.

B. **Elementary Rotation** - Elementary classroom teachers may be rotated according to Board policy. Such rotation shall be excluded from the provisions of this article.

- C. **Notification** - Employees and the Association shall receive written notification seven (7) days prior to finalization of an involuntary transfer.
- D. **Conference** - Within three (3) days of notification, an employee may request a conference to discuss the involuntary transfer. The conference will be scheduled prior to finalization of the involuntary transfer.
- E. The district will provide preliminary postings by February 15th each year.

ARTICLE XIX

COMPLIANCE CLAUSES

- A. **Compliance Between Individual Contracts and Agreements** - In the event the terms and conditions of any individual contract between the Board and an employee conflict with or are contrary to the specific provisions of this Agreement, the provision of this Agreement will control.
- B. **Separability** - Should any article, section, clause, or phrase of this agreement be declared illegal by a court of competent jurisdiction, then that article, section, clause or phrase shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, clauses or phrases shall remain in full force and effect.
- C. **Duration Period** - The agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2007.
- D. **Notice** - Whenever the provisions of this agreement require notice to be given by either of the parties to this Agreement, notice will be given by a telegram or letter to the following designated in writing by either party:

Notice to Board:

Board of Directors
Webster City Community School District
825 Beach Street
Webster City, IA 50595

Notice to Association:

President
Webster City Education Association
Box 284
Webster City, IA 50595

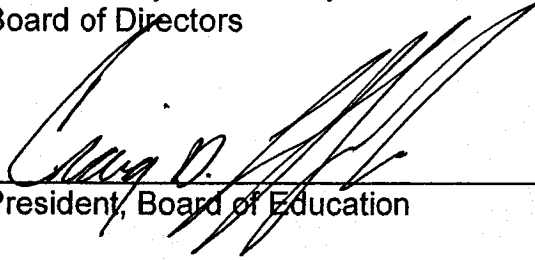
- E. **Agreement Copies** - The Board shall provide a sufficient number of copies of this Agreement to the Association to provide one copy for each employee and twenty-five additional copies to the Association. The Board shall also provide a copy of this Agreement to new employees.

ARTICLE XX

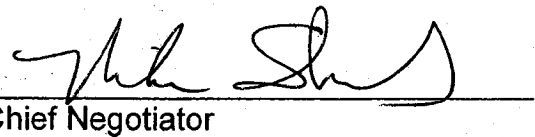
SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this Agreement to be signed by their respective Presidents and their signatures placed thereon all on the 27th day of March, 2006.

Webster City Community School
Board of Directors



President, Board of Education

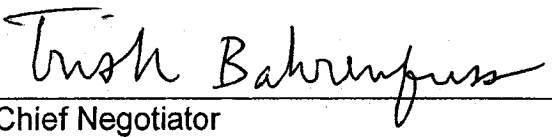


Chief Negotiator

Webster City Education Association



President, Webster City Educ. Assn.



Chief Negotiator

2006-07 SALARY SCHEDULE			Does not include Phase II					
STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	YEARS OF EXP.
1	26450	27508	28566	29360	30153	31211	32269	0
2	27508	28566	29624	30418	31211	32269	33327	1
3	28566	29624	30682	31476	32269	33327	34385	2
4	29624	30682	31740	32534	33327	34385	35443	3
5	30947	32005	33063	33856	34650	35708	36766	4
6	32269	33327	34385	35179	35972	37030	38088	5
7	33592	34650	35708	36501	37295	38353	39411	6
8	34914	35972	37030	37824	38617	39675	40733	7
9	36237	37295	38353	39146	39940	40998	42056	8
10	37559	38617	39675	40469	41262	42320	43378	9
11	38882	39940	40998	41791	42585	43643	44701	10
12	39940	40998	42320	43114	43907	44965	46023	11
13	40998	42056	43378	44172	44965	46023	47081	12
14	1058	1058	1058	1058	46023	47081	48139	13
15	0	0	0	0	1323	1323	1323	14-18
16	0	0	0	0	1587	1587	1587	19 & up

CAREER INCREMENT

(A) Those employees who have been at the final vertical step on the salary schedule for over one year in categories I, II, III and IV shall have a career increment of 4% of the BA Base added to the contract salary.

(B) Those employees who have been at the final vertical step on the salary schedule for over one year in categories V, VI or VII shall have a career increment of 5% of the BA Base added to the contract salary if they have been on the final vertical step for two (2) to six (6) years inclusive, and a career increment of 6% of the BA Base added to the contract salary if they have been on the final vertical step for more than six (6) years.

SCHEDULE B

SUPPLEMENTAL PAY

<u>Duty</u>	<u>Stipend</u>
Football, Basketball (B&G), Wrestling, Baseball, Softball	
Head	13 %
Assistant Varsity/10th Head	7.0%
Assistant 10th	5.0%
7th - 9th Grade Head	5.0%
7th - 9th Assistant	4.0%
Track (Girls and Boys), Volleyball and Cross Country	
Head	10 %
Assistant	6.0%
9th Head	5.0%
Assistant MS	4.0%
MS Cross Country	3.0%
Golf (B&G), Tennis (B&G), and Soccer Coach (Head)	6.0%
Assistant HS Soccer	4.0%
Additional for Combined Varsity Boys and Girls Teams	1.0%
Athletic Trainer	13 %
Auditorium/Lighting	2.5%
Drama Director	5.0%
Fall Production	3.0%
Speech Director	5.0%
Cheerleader Director	8.0%
Vocal Music (HS)	10 %
Vocal Music (Middle School)	4.0%
Instrumental Music (HS)	10 %
Instrumental Music (Middle School)	4.0%
*Club Sponsors	2.5%
Publications (HS Director)	4.0%
Prom Supervisor	2.0%
Intramurals	3.0%
AV Coordinators	2.0%
Middle School Drama	5.0%
HS Student Council Supervisor	3.5%
Athletic Director	8.0%
MS Mock Trial	1.5%
HS Mock Trial	1.5%

*Over on back of this sheet

***Club sponsorships do not include student activities attendant to vocational teaching positions, i.e. DECA, VICA, OE and FFA. All current or proposed compensated club sponsorships are subject to annual review and board approval and must submit the following information: (1) Definition of purpose; (2) By-laws and Constitution; (3) Definition of community service projects; (4) Definition of trips, if any; (5) Number and intervals of meetings as established per by-laws; (6) Current participation numbers and projected numbers for the following year. Information must be submitted by the current or proposed club sponsor prior to February 15 for the succeeding year to the building principal. If recommended by administration and approved by the Board, the club will be compensated according to the contractual stipend for the subsequent year.**

SCHEDULE C

PROFESSIONAL DUES DEDUCTION AUTHORIZATION FORM

The undersigned employee of the Webster City Community School District hereby authorizes said District to deduct the following designated professional dues from the regular salary check of said employee in equal shares commencing with the payroll period in the month of October, _____, and continuing through the payroll period ending in the month of April, _____. The dues so deducted are hereby assigned to the Webster City Education Association. The undersigned hereby releases the Webster City Community School District, the Board of Directors of the Webster City Community School District, each individual Board member, staff, and all administrators from any and all responsibility for the application of the deduction authorized herein. The undersigned also acknowledges that this authorization is to continue in effect throughout the school year unless revoked in writing by the thirty (30) calendar day notice to the Webster City Community School District.

Total Professional Dues: \$ _____

Printed Name of Employee

Signature of Employee

Date

PAYMENT FOR THE ADDITIONAL IN-SERVICE DAY

Each professional staff member will be paid his/her per diem salary for the additional In-Service day in twelve payments beginning with the September 20, 2006 paycheck. Part-time staff members will be paid on a pro-rated basis.

PAYMENT FOR ADDITIONAL PROFESSIONAL DEVELOPMENT

Monies will be expended as follows:

1. Be used to supplement the funding for the equivalent of one additional Professional Development Day if the allocation of funds provided for the additional day is insufficient.

Date: 7/12/06

Trish Bahrenburg
For the Education Association

Mike Sherry
For the District

SCHEDULE D

GRIEVANCE REPORT

Webster City Community School District

_____ Building

Date _____

Name of Aggrieved Person

Date Grievance Occurred: _____

Section(s) of Contract: _____

Statement of Grievance: _____

Relief Sought: _____

WEBSTER CITY COMMUNITY SCHOOLS

Professional Evaluation

Educator _____

Assignment _____

School Year _____

Building _____

High School _____

	Exceeds District Standards	Meets District Standards	Needs Improvement	Not Observed
A. INSTRUCTIONAL CHARACTERISTICS				
1. Bases instruction on sound, measurable objectives				
2. Provides students with specific oral/written evaluative feedback				
3. Utilizes appropriate evaluation activities				
4. Recognizes and provides for individual differences				
5. Helps students develop learning skills and work habits				
6. Communicates effectively with students				
7. Develops and maintains effective learning atmosphere in the classroom, uses time efficiently				
8. Gives directions skillfully				
9. Uses a variety of teaching strategies including new materials and techniques				
10. Motivates, creates a desire to learn, enthusiastic				
11. Demonstrates sensitivity in relating to students				
12. Helps students develop positive self-concepts				
13. Helps students develop self-discipline and responsibility				
B. PROFESSIONAL CHARACTERISTICS				
1. Works effectively with other school personnel				
2. Shows professional growth and is willing to keep curriculum and instruction practices current				
3. Supports school regulations and policies in a positive manner				
4. Demonstrates appropriate and effective communications with parents				
5. Contributes willingly to success of total school program - shares ideas, solutions, expertise				
C. PERSONAL CHARACTERISTICS				
1. Projects positive image as an educator in school and community				
2. Manages stressful situations effectively				
3. Communicates effectively, both in oral and written form				
4. Is prompt and accurate in completing records and reports				
5. Reports promptly for work, meetings, and other duties				
6. Dresses appropriately				

See Back For Written Comments

NARRATIVE REPORT:

EVALUATION CONFERENCE

DATE: _____

EVALUATOR _____ TEACHER _____

The teacher's signature indicates only that the teacher and evaluator have discussed this evaluation and does not necessarily mean that the teacher is in agreement with the contents of this evaluation. The teacher may submit an explanation or other written statement regarding this evaluation for inclusion in his/her personal file (*within five days of the evaluation conference date.*)

Revised: January 1988



SCHEDULE F
LEAVE BANK ENROLLMENT FORM
WEBSTER CITY COMMUNITY SCHOOL DISTRICT

Webster City Education Association (WCEA) and Webster City Community Schools (WCCSD) have established a Leave Bank for the use of employees who experience a catastrophic illness, accident, or serious family illness as defined by Article XIIC of the Master Contract between WCEA and WCCSD. Participation in the Leave Bank is based on the following terms:

- Eligibility is based on the voluntary contribution of one-day of sick leave to the Leave Bank. Days contributed to the bank become the property of the Bank and will not be returned to the employee, except under eligible use of the Bank days as defined by Article XIII Section H.5 in the Master Contract.
- Enrollment will take place during opening workshop each school year but in no case later than September 10 and will entitle the enrolling employee to membership until revoked in writing by the employee.
- Eligibility for use of Leave Bank days is based on timely volunteer participation in the Leave Bank through the filing of this form. Eligible employees must provide evidence of a catastrophic illness, accident, or serious family illness and have exhausted all available leave including personal sick leave (when appropriate) without being eligible for long term disability, worker's compensation, and/or social security disability.
- Use of Leave Bank days is limited to 20 days in one school year.
- Eligible employees who use Leave Bank days will be required to pay back the days used at a minimum rate of $\frac{1}{2}$ of the annual sick leave days each year unless retiring at age 62 or on permanent disability.

I agree to the terms of the Leave Bank as defined in the WCEA Master Contract Article XIII Section H and wish to contribute ONE DAY of sick leave to the Leave Bank. I understand that this enrollment is a term of my eligibility to access the bank if necessary and that my membership remains in effect until revoked in writing by myself. I further understand that days contributed to the Bank become the property of the Bank and will not be returned even upon revocation of membership.

Signature of Employee

Date of Enrollment

Signature of Superintendent

Date of Acceptance

ISEA/IASB 2007-08 TENTATIVE AGREEMENT SURVEY -- IOWA TEACHER NEGOTIATIONS

ISEA RESPONSE FORM

SCHOOL DISTRICT WEBSTER CITY PERSON REPORTING Mike Sherwood TELEPHONE # (515) 832-9200
 F.T.E. STAFF (EXCL. NURSES) TO COST SETTLEMENT # 101,429; SPEC. ED. & CHAP. I TEACHERS ARE INCLUDED: YES X NO
 ALL TOTALS AND SUBTOTALS (#1 THRU #17) SHOULD BE BASED ON ABOVE F.T.E.

	(A) 2006-07	(B) 2007-08	(C) \$ INC B-A	(D) % INC (C/A) X 100
1. SALARY SCHEDULE COST	3976801	4155150	178349	4.48%
2. CAREER/LONGEVITY PAY NOT IN #1	54651	62514	7863	
3. PHASE I NOT IN #1 w/o FICA/IPERS	0	0	0	
\$23,000 MINIMUM DOLLARS	0	0	0	
4. PHASE II NOT IN #1 w/o FICA/IPERS	100840	100840	0	
5. EXTENDED CONTRACTS NOT IN #1	9118	9483	365	
6. SALARY SUBTOTAL (Add #1 thru #5)	4141409	4327986	186577	4.51%
7. EXTRA-CURRICULAR/SUPP. PAY	170068	180427	10359	
8. TOTAL SAL. W/SUPP. (Add #6 & #7)	4311477	4508413	196936	4.57%
9. HEALTH/MAJOR MEDICAL	624360	635844	11484	
ADDED TSA FOR THOSE TAKING SINGLE	0	0	0	
10. FAMILY H/MM	157948	160704	2757	
11. LTD (.15% X TOTAL SAL & SUPP)	6467	6763	295	
12. LIFE (124 X \$.1172 X 25 X 12 MO)	4360	4360	0	
13. TOTAL INSURANCE (Add #9 thru #12)	793135	807671	14536	1.83%
14. TOTAL W/O FICA/IPERS (Add #8 & #13)	5104612	5316084	211472	4.14%
15. FICA ON TOTAL SALARY W/SUPP. (#8 x .0765)	329828	344894	15066	
16. IPERS ON TOTAL SALARY W/SUPP. (#8 x .0575) *	247910	272759	24849	
17. TOTAL WITH FICA/IPERS (Add #14 + #15 + #16)	5682350	5933737	251386	4.42%

HIRING SALARY FOR BEGINNING TEACHERS (\$23,000+):
 2006-07 \$ 26450; 2007-08 \$ 27225 (Cost estimates are based on current staff; actual costs may vary.)

BASE NUMBER USED TO CALCULATE SALARY SCHEDULE CELLS:

2006-07 \$ 26450; 2007-08 \$ 27225 +\$775

PROJECTED SINGLE % INC = ACTUAL \$529.87
 PROJECTED FAMILY % INC = ACTUAL \$1,324.70

FAM CONT = SINGLE + \$75

TSA FOR THOSE TAKING SINGLE = \$0

BA CAREER INCREMENT = 4.00%

1st MA CAREER INCREMENT = 5.00%

2nd MA CAREER INCREMENT = 6.00%

+0.00%
 +0.00%
 +0.00%

Signature of Person Reporting _____

* includes going from 5.75% to 6.05% in 2007-08

WEBSTER CITY COMMUNITY SCHOOL DISTRICT													
ELEMENTARY SCHOOL		BA BASE		26450				TOTAL		BA BASE =		BA CI =	
NAME	LANE/STEP	INDEX	PHASE II	SCHEDULE	SALARY	CI		2006-07	LANE/STEP	INDEX	SCHEDULE	27225 1ST MA CI =	2007-08
ABBAS, DORIS	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
BERTRAN, KATIE	BA-3 (.524)	0.57	524	14969	14969			15492	BA-4 (.524)	0.59	15978	524	16501
CAQUELIN, KARLA	MA-13	1.70	999	44965	44965			45964	MA-14	1.74	47372	999	48371
DAVIS, JAIME	BA+30-2	1.15	999	30418	30418			31417	BA+30-3	1.19	32398	999	33397
DUNHAM, DEB	BA-8	1.32	999	34914	34914			35913	BA-9	1.37	37298	999	38297
ELKIN, JAMIE	BA+10-7	1.31	999	34650	34650			35649	BA+10-8	1.36	37026	999	38025
FOSTER, DONNA	MA+30-14	1.82	999	48139	48139	1587		50725	MA+30-14	1.82	49550	999	52182
HANSEN, RACHAEL	BA-5	1.17	999	30947	30947			31946	BA-6	1.22	33215	999	34214
HARDING, DUANE	MA+30-14	1.82	999	48139	48139			50499	MA+30-14	1.82	49550	999	51910
HILL, DIANA	MA+15-14	1.78	999	47081	47081	1587		49667	MA+15-14	1.78	48461	999	51093
HINDERKS, MARY JANE	BA+20-13	1.64	999	43378	43378	1058		45435	BA+20-13	1.64	44649	999	46737
HISLER, CHAD	BA-9	1.37	999	36237	36237			37236	BA-10	1.42	38660	999	39659
HUTCHINSON, LINDA	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
KENNEDY, ROSINE	BA+20-13	1.64	999	43378	43378	1058		45435	BA+20-13	1.64	44649	999	46737
KIDNEY, LINDA	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
LARSON, MELISSA	BA-10	1.42	999	37559	37559			38558	BA-11	1.47	40021	999	41020
MCCORMICK, ANDREW	MA-3	1.22	999	32269	32269			33268	MA-4	1.26	34304	999	35303
MCKINNEY, MARTY	BA-7	1.27	999	33592	33592			34591	BA-8	1.32	35937	999	36936
MINGUS, CJ	BA-3	1.08	999	28566	28566			29565	BA-4	1.12	30492	999	31491
MOENCK, LINDA	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
NELSON, KORRINE	BA+30-13	1.67	999	44172	44172	1058		46229	BA+20-13	1.67	45466	999	47554
NELSON, MICHELLE	BA+20-6	1.30	999	34385	34385			35384	BA+20-7	1.35	36754	999	37753
OLSON, GAYLE	BA+30-13 (.5)	0.84	500	22086	22086	529		23114	BA+30-13 (.5)	0.84	22733	500	23777
ROBB, JOANN	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
SCHOLTENS, DAWN	BA+10-13	1.59	999	42056	42056	1058		44113	BA+10-13	1.59	43288	999	45376
STEELE, MICHELLE	MA-5	1.31	999	34650	34650			35649	MA-6	1.36	37026	999	38025
THARP, JULIE	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
TOMASHEWSKY, BEV	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
VULGAMOTT, DENISE	BA-6	1.22	999	32269	32269			33268	BA-7	1.27	34576	999	35575
WEAVER, BERTHA	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
WEBB, DENNIE	MA-14	1.74	999	46023	46023	1587		48609	MA-14	1.74	47372	999	50004
WILLIAMS, BRANDY	BA-3	1.08	999	28566	28566			29565	BA-4	1.12	30492	999	31491
WOODALL, RENEE	BA+20-7	1.35	999	35708	35708			36707	BA+20-8	1.40	38115	999	39114
WOODARD, CAROLEE	BA+20-13	1.64	999	43378	43378	1058		45435	BA+20-13	1.64	44649	999	46737
ZOSKE, TRISHA	MA-7	1.41	999	37295	37295			38294	MA-8	1.46	39749	999	40748
TOTAL REGULAR PROGRAM.....					50.78	33994	20405	1397555		51.55	1403500	33994	20963
TOTAL REGULAR PROGRAM.....					50.78	33994	20405	1397555		51.55	1403500	33994	20963
SPEC ED/CHAP I													
ADAMS, SUSAN	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
DAHLSTROM, BRENDA	BA-7	1.27	999	33592	33592			34591	BA-8	1.32	35937	999	36936
HANSEN, SARAH	BA+10-6	1.26	999	33327	33327			34326	BA+10-7	1.31	35665	999	36664
KELTING, ANN'YCE	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
LARSON, TARA	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
MINNEHAN, MARY	BA+30-13	1.67	999	44172	44172	1058		46229	BA+30-13	1.67	45466	999	47554
OLSON, GAYLE	BA+30-13 (.5)	0.84	500	22086	22086	529		23114	BA+30-13 (.5)	0.84	22733	500	23777
PETERSON, CAROL	MA+10-14	1.78	999	47081	47081	1323		49403	MA+10-14	1.78	48461	999	50821
THEOBALD, KATHY	BA+20-13	1.64	999	43378	43378	1058		45435	BA+20-13	1.64	44649	999	46737
WEBB, CATHY	MA+15-14	1.78	999	47081	47081	1587		49667	MA+15-14	1.78	48461	999	51093
TOTAL SPEC ED/CHAP I.....						9492	8729	421450			417768	9492	8984
TOTAL SPEC ED/CHAP I.....						9492	8729	421450			417768	9492	8984
TOTAL ELEMENTARY						43486	29134	1819005			1821268	43486	29948
TOTAL ELEMENTARY						43486	29134	1819005			1821268	43486	29948
TOTAL ELEMENTARY						43486	29134	1819005			1821268	43486	29948
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TOTAL ELEMENTARY						43486	29134	1819005			1821268	43486	29948
TOTAL ELEMENTARY						43486	29134	1819005			1821268	43486	29948
TOTAL ELEMENTARY						43486	29134	1819005			1821268	43486	29948
TOTAL ELEMENTARY						43486							

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

MIDDLE SCHOOL	BA BASE	26450	PHASE II	CI	TOTAL 2006-07 SALARY	LANE/STEP	INDEX	SCHEDULE SALARY	27225	BA BASE	INDEX	SCHEDULE SALARY	PHASE II	CI	TOTAL 2007-08 SALARY	\$ INC
NAME	BA+10-8	35972	999		36971	BA+10-9	1.41	38387			1.41	38387	999		39386	2415
BAILEY, JESSICA	BA+30-13	41791	999		45171	BA+30-13	1.67	45466			1.67	45466	999	1089	47554	2383
BAILEY, NANCY	BA+30-11	41791	999		42790	BA+30-12	1.63	44377			1.63	44377	999		45376	2586
BRISTOW, DONNA	BA+30-13 (90462)	39958	904	957	41819	BA+30-13 (90462)	1.51072	41129			1.51072	41129	904	985	43018	1199
BROCK, PATSY	BA+10-13	42056	999	1058	44113	BA+10-13	1.59	43288			1.59	43288	999	1089	45376	1263
BUSSAN, TONY	BA+20-13	43378	999	1058	45435	BA+20-13	1.64	44649			1.64	44649	999	1089	46737	1302
CORROW, LYNN	BA+20-13	43378	999	1058	45435	BA+20-13	1.64	44649			1.64	44649	999	1089	46737	1302
CRYSTAL, MARY K	BA+10-4	30682	999		31681	BA+10-5	1.21	32942			1.21	32942	999		33941	2260
DOOLITTLE, JOSEPH	BA+30-13	44172	999	1058	48229	BA+30-13	1.67	45466			1.67	45466	999	1089	47554	1325
DUNCAN, JIM	MA+15-14	47081	999	1323	49403	MA+15-14	1.78	48461			1.78	48461	999	1361	50821	1418
DYER, SONDRRA	BA+10-8	35972	999		36971	BA+10-9	1.41	38387			1.41	38387	999		39386	2415
FAGERVIK, KATHY	MA-11	42585	999		43584	MA-12	1.66	45194			1.66	45194	999		46193	2609
FOSS, ELIZABETH	BA+10-1	27508	999		28507	BA+10-2	1.08	29403			1.08	29403	999		30402	1895
GRIFFIN, AMY	BA-6	32269	999		33268	BA-7	1.27	34576			1.27	34576	999		35575	2307
HISLER, JAMA	BA+20-9	38353	999		39352	BA+20-10	1.50	40838			1.50	40838	999		41837	2485
JORGENSEN, LISA	BA-1	26450	999		27449	BA-2	1.04	28314			1.04	28314	999		29313	1864
KLITH, THOMAS	BA+30-13	44172	999	1058	46229	BA+30-13	1.67	45466			1.67	45466	999	1089	47554	1325
KREBS, KARLA	MA+15-11	43643	999		44642	MA+15-12	1.70	46283			1.70	46283	999		47282	2640
LASOURD, PATTI	BA+20-12	42320	999		43319	BA+20-13	1.64	44649			1.64	44649	999		45648	2329
LYONS, JEFF	BA+10-6	33327	999		34326	BA+10-7	1.31	35665			1.31	35665	999		36664	2338
MILLER, ERICA	BA+30-13	44172	999	1058	46229	BA+30-13	1.67	45466			1.67	45466	999	1089	47554	1325
MOENCK, GARY	BA-2	27508	999		28507	BA-3	1.08	29403			1.08	29403	999		30402	1895
MOLINE, CHRISTINA	BA+30-13	44172	999	1058	46229	BA+30-13	1.67	45466			1.67	45466	999	1089	47554	1325
MOSSMAN, EVAN	MA-14	46023	999		47022	MA-14	1.74	47372			1.74	47372	999	1361	49732	2710
MUHLNBRUCH, NICOLE	BA+20-13	43378	999	1058	45435	BA+20-13	1.64	44649			1.64	44649	999	1089	46737	1302
NIGGEMEYER, DEBRA	BA-11	38882	999		39881	BA-12	1.51	41110			1.51	41110	999		42109	2228
PAGEL, JULIE	BA-8	34914	999		35913	BA-9	1.37	37298			1.37	37298	999		38297	2384
PETERS, SUSAN	BA+30-13	44172	999		45171	BA+30-13	1.67	45466			1.67	45466	999	1089	47554	2383
REIS, KELLI	MA+15-14	47081	999		48080	MA+15-14	1.78	48461			1.78	48461	999	1361	50821	2741
SADLER, ROCHELLE	MA-14	46023	999	1587	48609	MA-14	1.74	47372			1.74	47372	999	1634	50004	1395
SCHOLTENS, GARY	BA+30-13	44172	999	1058	46229	BA+30-13	1.67	45466			1.67	45466	999	1089	47554	1325
STEARNS, GRETCHEN	BA-4	29624	999		30623	BA-5	1.17	31853			1.17	31853	999		32852	2229
TURPIN, THERESA																
TOTAL REGULAR PROGRAM.....	47.99	1269354	31877	13389	1314620		48.74	1326966			48.74	1326966	31877	18681	1377524	62904
SPEC ED/CHAP I																
ALLAN, MAUREEN	MA-11	42585	999		43584	MA-12	1.66	45194			1.66	45194	999		46193	2609
CRUTCHER, JENNIFER	BA+10-8	35972	999		36971	BA+10-9	1.41	38387			1.41	38387	999		39386	2415
DAVIS, KATHY	BA+20-13	43378	999	1058	45435	BA+20-13	1.64	44649			1.64	44649	999	1089	46737	1302
KNESS, ANN	BA+30-13	44172	999	1058	46229	BA+30-13	1.67	45466			1.67	45466	999	1089	47554	1325
MARKS, DOUG	BA+20-8	37030	999		38029	BA+20-9	1.45	39476			1.45	39476	999		40475	2446
STEEN, AMY	BA+20-13	43378	999	1058	45435	BA+20-13	1.64	44649			1.64	44649	999	1089	46737	1302
STOCK, SUSAN	MA+30-14	48139	999	1323	50461	MA+30-14	1.82	49550			1.82	49550	999	1361	51910	1449
TOTAL SPEC ED/CHAP I.....		294653	6994	4497	306143			307370				307370	6994	4628	318992	12849
TOTAL MIDDLE SCHOOL.....		1564007	38870	17885	1620763			1634336				1634336	38870	23310	1696516	75753

WEBSTER CITY COMMUNITY SCHOOL DISTRICT															
SENIOR HIGH		BA BASE		26450						TOTAL					

WEBSTER CITY COMMUNITY SCHOOL DISTRICT									
		BA BASE = 26450							
NAME	LANE/ STEP	INDEX	SALARY	POSITION	%	SUPP SALARY	2006-07 PAY	BA BASE =	2007-08 SALARY
ADAMS, DEB	BA+10-13 1.59	1.59	42056	Club Life	1.25%	526			
ADAMS, JIM	BA+20-13 1.64	1.64	43378	JV G BB	7.00%	3036			
BAHRENFUSS, PATRICIA	BA+30-13 1.67	1.67	44172	9th G Softball	5.00%	2209			
BOCK, GREG	BA-3 1.08	1.08	28566	Hd G Soccer	6.00%	1714			
BROCK, PATSY	BA+30-13 1.67	1.67	44172	HS Mock Trial	1.50%	663			
BROCK, PATSY	BA+30-13 1.67	1.67	44172	MS Mock Trial	1.50%	663			
BURTON, DON	BA-13 1.55	1.55	40998	9th Asst. FB	4.00%	1640			
BURTON, KAREN	BA-13 1.55	1.55	40998	Prom Supervisor	2.00%	820			
BUSSAN, TONY	BA+10-13 1.59	1.59	42056	Cross Country	10.00%	4206			
BUSSAN, TONY	BA+10-13 1.59	1.59	42056	Hd B Track	10.00%	4206			
CHALLY, DAWN	BA-12 1.51	1.51	39940	9 G BB	5.00%	1997			
COBB, JOYLYN	BA+20-13 1.64	1.64	43378	9th VB	5.00%	2169			
CORROW, LYNN	BA+20-13 1.64	1.64	43378	Instr/Vocal Music	4.00%	1735			
CRAMER, MELANIE	BA+30-13 1.67	1.67	44172	Foreign Lang. Club	1.25%	552			
DANIELS, KAREN	BA+30-13 1.67	1.67	44172	National Honor Soc	2.50%	1104			
DAVIS, MARK	BA-9 1.37	1.37	36237	Hd B BB	13.00%	4711			
DOOLITTLE, JOSEPH	BA+10-4 1.16	1.16	30682	Hd 7th FB	5.00%	1534			
DUNCAN, JIM	BA+30-13 1.67	1.67	44172	Hd V Football	13.00%	5742			
DYER, JAMES	MA-14 1.74	1.74	46023	MS Asst B Track	4.00%	1841			
DYER, JAMES	MA-14 1.74	1.74	46023	Hd MS Wrestling	5.00%	2301			
DYER, SONDRA	MA+15-14 1.78	1.78	47081	7th G Track	5.00%	2354			
EKLUND, AYN	BA-4 1.12	1.12	29624	Science Club	1.25%	370			
FARLEY, NICOLE	BA-1 1.00	1.00	26450	HS Vocal	10.00%	2645			
GARVEY, LUANN	MA-13 1.70	1.70	44965	HS Spring Play	3.00%	1349			
GARVEY, LUANN	MA-13 1.70	1.70	44965	Fall Production	3.00%	1349			
GRIFFIN, AMY	BA+10-1 1.04	1.04	27508	7th VB	5.00%	1375			
GRIFFIN, AMY	BA+10-1 1.04	1.04	27508	7th G BB	5.00%	1375			
HARDING, DUANE	MA+30-14 1.82	1.82	48139	Hd G V Track	10.00%	4814			
HARTNETT, TODD	BA-5 1.17	1.17	30947	Asst. Wrestling	7.00%	2166			
HILTON, DAVE	BA+30-13 1.67	1.67	44172	Hd Softball	13.00%	5742			
HISLER, CHAD	BA-9 1.37	1.37	36237	Asst Var Track	6.00%	2174			
HISLER, CHAD	BA-9 1.37	1.37	36237	10th FB Co-Coach	6.00%	2174			
HISLER, CHAD	BA-9 1.37	1.37	36237	MS/HS Asst WR	5.50%	1993			
JOHNSON, BRUCE	MA+30-14 1.82	1.82	48139	Hd Boys Tennis	5.00%	2407			
JOSTEN, ROBERT	BA+20-13 1.64	1.64	43378	Athletic Director	8.00%	3470			
KASTLER, JESSICA	BA-3 1.08	1.08	28566	JV VB	6.00%	1714			
KENNEDY, ROSINE	BA+20-13 1.64	1.64	43378	Elem Vocal Music	1.00%	434			
KIERZEK, HEATHER	BA-1 1.00	1.00	26450	Hd G Tennis	6.00%	1587			
KLITH, T.J.	BA-1 1.00	1.00	26450	Asst 7th FB	4.00%	1058			
KREBS, KARLA	BA+30-13 1.67	1.67	44172	Vocal Music	4.00%	1767			
LAMBERT, JOE	BA-4 1.12	1.12	29624	MS Cross Country	3.00%	889			
LARSON, MICHAEL	BA+30-13 1.67	1.67	44172	8th Volleyball	5.00%	2209			
LARSON, MICHAEL	BA+30-13 1.67	1.67	44172	8th G Track	5.00%	2209			
LARSON, MICHAEL	BA+30-13 1.67	1.67	44172	Auditorium Tech	2.50%	1104			

NAME	LANE/ STEP	INDEX	SALARY	POSITION	%	SUPP SALARY	2006-07 PAY	BA BASE =	2007-08 SALARY	\$ INC.	WEIGHTING
ADAMS, DEB	BA+10-13 1.59	1.59	43288			541			541	15	0.019875
ADAMS, JIM	BA+20-13 1.64	1.64	44649			3125			3125	89	0.1148
BAHRENFUSS, PATRICIA	BA+30-13 1.67	1.67	45466			2273			2273	65	0.0835
BOCK, GREG	BA-4 1.12	1.12	30492			3049			3049	1335	0.112
BROCK, PATSY	BA+30-13 1.67	1.67	45466			682			682	19	0.02505
BROCK, PATSY	BA+30-13 1.67	1.67	45466			682			682	19	0.02505
BURTON, DON	BA-13 1.55	1.55	42199			1688			1688	48	0.062
BURTON, KAREN	BA-13 1.55	1.55	42199			844			844	24	0.031
BUSSAN, TONY	BA+10-13 1.59	1.59	43288			4329			4329	123	0.159
BUSSAN, TONY	BA+10-13 1.59	1.59	43288			4329			4329	123	0.159
CHALLY, DAWN	BA-13 1.55	1.55	42199			2110			2110	113	0.0775
COBB, JOYLYN	BA+20-13 1.64	1.64	44649			2232			2232	64	0.082
CORROW, LYNN	BA+20-13 1.64	1.64	44649			1786			1786	51	0.0656
CRAMER, MELANIE	BA+30-13 1.67	1.67	45466			568			568	16	0.020875
DANIELS, KAREN	BA+30-13 1.67	1.67	45466			1137			1137	32	0.04175
DAVIS, MARK	BA-10 1.42	1.42	38660			5026			5026	315	0.1846
DOOLITTLE, JOSEPH	BA+10-5 1.21	1.21	32942			1647			1647	113	0.0605
DUNCAN, JIM	BA+30-13 1.67	1.67	45466			5911			5911	168	0.2171
DYER, JAMES	MA-14 1.74	1.74	47372			1895			1895	54	0.0696
DYER, JAMES	MA-14 1.74	1.74	47372			2369			2369	67	0.087
DYER, SONDRA	MA+15-14 1.78	1.78	48461			2423			2423	69	0.089
EKLUND, AYN	BA-5 1.17	1.17	31853			398			398	28	0.014625
FARLEY, NICOLE	BA-1 1.00	1.00	27225			2723			2723	78	0.1
GARVEY, LUANN	MA-14 1.74	1.74	47372			1421			1421	72	0.0522
GARVEY, LUANN	MA-14 1.74	1.74	47372			1421			1421	72	0.0522
GRIFFIN, AMY	BA+10-2 1.08	1.08	29403			1470			1470	95	0.054
GRIFFIN, AMY	BA+10-2 1.08	1.08	29403			1470			1470	95	0.054
HARDING, DUANE	MA+30-14 1.82	1.82	49550			4955			4955	141	0.182
HARTNETT, TODD	BA-6 1.22	1.22	33215			2325			2325	159	0.0854
HILTON, DAVE	BA+30-13 1.67	1.67	45466			5911			5911	168	0.2171
HISLER, CHAD	BA-10 1.42	1.42	38660			2320			2320	145	0.0852
HISLER, CHAD	BA-10 1.42	1.42	38660			2320			2320	145	0.0852
HISLER, CHAD	BA-10 1.42	1.42	38660			2126			2126	133	0.0781
JOHNSON, BRUCE	MA+30-14 1.82	1.82	49550			2477			2477	71	0.091
JOSTEN, ROBERT	BA+20-13 1.64	1.64	44649			3572			3572	102	0.1312
KASTLER, JESSICA	BA-4 1.12	1.12	30492			1830			1830	116	0.0672
KENNEDY, ROSINE	BA+20-13 1.64	1.64	44649			446			446	13	0.0164
KIERZEK, HEATHER	BA-2 1.04	1.04	28314			1699			1699	112	0.0624
KLITH, T.J.	BA-2 1.04	1.04	28314			1133			1133	75	0.0416
KREBS, KARLA	BA+30-13 1.67	1.67	45466			1819			1819	52	0.0668
LAMBERT, JOE	BA-5 1.17	1.17	31853			956			956	67	0.0351
LARSON, MICHAEL	BA+30-13 1.67	1.67	45466			2273			2273	65	0.0835
LARSON, MICHAEL	BA+30-13 1.67	1.67	45466			2273			2273	65	0.0835
LARSON, MICHAEL	BA+30-13 1.67	1.67	45466			1137			1137	32	0.04175

WEBSTER CITY COMMUNITY SCHOOL DISTRICT												
BA BASE =		26450		BA BASE =		27225		SUPP PAY		2007-08		
LANE/ STEP		INDEX		SALARY		POSITION		%		LANE/ STEP		
NAME	STEP	INDEX	SALARY	POSITION	%	SALARY	POSITION	%	SALARY	INDEX	SALARY	WEIGHTING
LARSON, TED	BA-13	1.55	40998	Hd WR	13.00%	5330		13.00%	42199	1.55	5486	0.2015
LOUK, DAVE	BA-8	1.32	34914	Asst Var. FB	7.00%	2444		7.00%	37298	1.37	2611	0.0959
LYONS, JEFF	BA+20-12	1.60	42320	Hd G BB	13.00%	5502		13.00%	44649	1.64	5804	0.2132
MALEK, JOSEPH	MA-14	1.74	46023	Boys Golf	6.00%	2761		6.00%	47372	1.74	2842	0.1044
MANSON, MATTHEW	BA+10-3	1.12	29624	Asst. 8th FB	4.00%	1185		4.00%	31581	1.16	1263	0.0464
MARTIN, HOLLY	BA+30-13	1.67	44172	Club Life	1.25%	552		1.25%	45466	1.67	568	0.020875
MCDOWELL, FAITH	MA-14	1.74	46023	Science Club	1.25%	575		1.25%	47372	1.74	592	0.02175
MCKINNEY, MARTY	BA-7	1.27	33592	9th B BB	5.00%	1680		5.00%	35937	1.32	1797	0.066
MCKINNEY, MARTY	BA-7	1.27	33592	9th Hd FB	5.00%	1680		5.00%	35937	1.32	1797	0.066
MILLER, LINDSAY	BA-1	1.00	26450	Lg Group Speech	2.50%	661		2.50%	28314	1.04	708	0.026
MILLER, LINDSAY	BA-1	1.00	26450	Speech Director	5.00%	1323		5.00%	28314	1.04	1416	0.052
MOENCK, GARY	BA+30-13	1.67	44172	Asst. Var G Track	6.00%	2650		6.00%	45466	1.67	2728	0.1002
MOENCK, GARY	BA+30-13	1.67	44172	HS Cross Country	6.00%	2650		6.00%	45466	1.67	2728	0.1002
MOFLE, SHAWN	BA-4	1.12	29624	7 B BB	5.00%	1481		5.00%	31853	1.17	1593	0.0585
MOSSMAN, EVAN	BA+30-13	1.67	44172	8th Football	5.00%	2209		5.00%	45466	1.67	2273	0.0835
MOSSMAN, EVAN	BA+30-13	1.67	44172	MS B Track	5.00%	2209		5.00%	45466	1.67	2273	0.0835
MUHLNBRUCH, NICOLE	MA-13	1.70	44965	8th B BB	5.00%	2248		5.00%	47372	1.74	2369	0.087
OETKER, ANDREW	BA+10-4	1.16	30682	JV B BB	7.00%	2148		7.00%	32942	1.21	2306	0.0847
OETKER, ANDREW	BA+10-4	1.16	30682	JV B Baseball	7.00%	2148		7.00%	32942	1.21	2306	0.0847
REEVES, JEFF	BA-6	1.22	32269	HD Soccer	6.00%	1936		6.00%	34576	1.27	3458	0.127
RYAN, PAM	BA+20-12	1.60	42320	Student Council	3.50%	1481		3.50%	44649	1.64	1563	0.0574
SCHROEDER, CATHERINE	BA+20-7	1.35	35708	Hd G Golf	6.00%	2142		6.00%	38115	1.40	2287	0.084
SEGO, MARTY	BA+30-13	1.67	44172	Asst V FB	7.00%	3092		7.00%	45466	1.67	3183	0.1169
SMITH, JONI	BA-7	1.27	33592	Hd VB	10.00%	3359		10.00%	35937	1.32	3594	0.132
SONSALLA, KATIE	BA-6	1.22	32269	Foreign Lang. Club	1.25%	403		1.25%	34576	1.27	432	0.015875
STEIG, ROGER	BA+20-13	1.64	43378	Instrumental Music	10.00%	4338		10.00%	44649	1.64	4465	0.164
STUHR, MICHELE	MA-9	1.51	39940	HS Publications	4.00%	1598		4.00%	42471	1.56	1699	0.0624
TANNER, LUANNE	BA-5	1.17	30947	Cheerleading Coach	8.00%	2476		8.00%	33215	1.22	2657	0.0976
VANDERPOOL, VIC	BA+20-8	1.40	37030	MS/HS Asst WR	5.50%	2037		5.50%	39476	1.45	2171	0.07975
VELDHUIZEN, KURT	BA-4	1.12	29624	FFA	10.00%	2962		10.00%	31853	1.17	3185	0.117
ZOSKE, MATTHEW	BA+10-9	1.41	37295	9th G Hd FB	5.00%	1865		5.00%	39749	1.46	1987	0.073
ZOSKE, MATTHEW	BA+10-9	1.41	37295	Hd Baseball	13.00%	4848		13.00%	39749	1.46	5167	0.1898
BOURNE, LINDA	Concessions					4000			4000		4000	
TOTAL.....						170068					180427	6.480325
												+4000 Concessions
												6.09%

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2007-08 INDEX				2007-08 SALARY SCHEDULE				2007-08 SCATTERGRAM				2007-08 COSTING				2007-08 SALARY SCHEDULE				2007-08 SCATTERGRAM				2007-08 COSTING				2007-08 SALARY SCHEDULE																			
STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30																
1	1.00	1.04	1.08	1.11	1.14	1.18	1.22	1	27225	28314	29403	30220	31037	32126	33215	1	27225	28314	29403	30220	31037	32126	33215	1	27225	28314	29403	30220	31037	32126	33215																
2	1.04	1.08	1.12	1.15	1.18	1.22	1.26	2	28314	29403	30492	31309	32126	33215	34304	2	28314	29403	30492	31309	32126	33215	34304	2	28314	29403	30492	31309	32126	33215	34304																
3	1.08	1.12	1.16	1.19	1.22	1.26	1.30	3	29403	30492	31581	32398	33215	34304	35393	3	29403	30492	31581	32398	33215	34304	35393	3	29403	30492	31581	32398	33215	34304	35393																
4	1.12	1.16	1.20	1.23	1.26	1.30	1.34	4	30492	31581	32670	33487	34304	35393	36482	4	30492	31581	32670	33487	34304	35393	36482	4	30492	31581	32670	33487	34304	35393	36482																
5	1.17	1.21	1.25	1.28	1.31	1.35	1.39	5	31581	32670	33759	34576	35393	36482	37571	5	31581	32670	33759	34576	35393	36482	37571	5	31581	32670	33759	34576	35393	36482	37571																
6	1.22	1.26	1.30	1.33	1.36	1.40	1.44	6	32670	33759	34848	35665	36482	37571	38660	6	32670	33759	34848	35665	36482	37571	38660	6	32670	33759	34848	35665	36482	37571	38660																
7	1.27	1.31	1.35	1.38	1.41	1.45	1.49	7	33759	34848	35937	36754	37571	38660	39749	7	33759	34848	35937	36754	37571	38660	39749	7	33759	34848	35937	36754	37571	38660	39749																
8	1.32	1.36	1.40	1.43	1.46	1.50	1.54	8	34848	35937	37026	37843	38660	39749	40838	8	34848	35937	37026	37843	38660	39749	40838	8	34848	35937	37026	37843	38660	39749	40838																
9	1.37	1.41	1.45	1.48	1.51	1.55	1.59	9	35937	37026	38115	38932	39749	40838	41927	9	35937	37026	38115	38932	39749	40838	41927	9	35937	37026	38115	38932	39749	40838	41927																
10	1.42	1.46	1.50	1.53	1.56	1.60	1.64	10	37026	38115	39204	40021	40838	41927	43016	10	37026	38115	39204	40021	40838	41927	43016	10	37026	38115	39204	40021	40838	41927	43016																
11	1.47	1.51	1.55	1.58	1.61	1.65	1.69	11	38115	39204	40293	41110	41927	43016	44000	11	38115	39204	40293	41110	41927	43016	44000	11	38115	39204	40293	41110	41927	43016	44000																
12	1.51	1.55	1.60	1.63	1.66	1.70	1.74	12	39204	40293	41381	42198	43016	44000	45000	12	39204	40293	41381	42198	43016	44000	45000	12	39204	40293	41381	42198	43016	44000	45000																
13	1.55	1.59	1.64	1.67	1.70	1.74	1.78	13	40293	41381	42469	43286	44000	45000	46000	13	40293	41381	42469	43286	44000	45000	46000	13	40293	41381	42469	43286	44000	45000	46000																
14	\$1,089							14	41381	42469	43557	44374	45191	46000	47000	14	41381	42469	43557	44374	45191	46000	47000	14	41381	42469	43557	44374	45191	46000	47000																
15	\$1,361							15	0	0	0	0	1361	1361	1361	15	0	0	0	0	1361	1361	1361	15	0	0	0	0	1361	1361	1361																
16	\$1,634							16	0	0	0	0	1634	1634	1634	16	0	0	0	0	1634	1634	1634	16	0	0	0	0	1634	1634	1634																
2007-08 SCATTERGRAM																2007-08 COSTING																2007-08 SALARY SCHEDULE															
STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30																
1	1							1	27225	28314	29403	30220	31037	32126	33215	1	27225	28314	29403	30220	31037	32126	33215	1	27225	28314	29403	30220	31037	32126	33215																
2	2	1						2	56628	57717	58806	59623	60440	61257	62074	2	56628	57717	58806	59623	60440	61257	62074	2	56628	57717	58806	59623	60440	61257	62074																
3	2			1				3	58806	59995	61184	62001	62818	63635	64452	3	58806	59995	61184	62001	62818	63635	64452	3	58806	59995	61184	62001	62818	63635	64452																
4	2,524	1			1			4	76962	78151	79340	80157	80974	81791	82608	4	76962	78151	79340	80157	80974	81791	82608	4	76962	78151	79340	80157	80974	81791	82608																
5	4	2						5	127413	128602	129791	130608	131425	132242	133059	5	127413	128602	129791	130608	131425	132242	133059	5	127413	128602	129791	130608	131425	132242	133059																
6	2				1			6	66429	67618	68807	69624	70441	71258	72075	6	66429	67618	68807	69624	70441	71258	72075	6	66429	67618	68807	69624	70441	71258	72075																
7	4	1	1					7	138303	139492	140681	141498	142315	143132	143949	7	138303	139492	140681	141498	142315	143132	143949	7	138303	139492	140681	141498	142315	143132	143949																
8	1	1	2		1			8	35937	37026	38115	38932	39749	40566	41383	8	35937	37026	38115	38932	39749	40566	41383	8	35937	37026	38115	38932	39749	40566	41383																
9	2	2						9	74597	75786	76975	77792	78609	79426	80243	9	74597	75786	76975	77792	78609	79426	80243	9	74597	75786	76975	77792	78609	79426	80243																
10	2	1	1		1			10	77319	78508	79697	80514	81331	82148	82965	10	77319	78508	79697	80514	81331	82148	82965	10	77319	78508	79697	80514	81331	82148	82965																
11	1							11	40021	41210	42400	43199	43998	44797	45596	11	40021	41210	42400	43199	43998	44797	45596	11	40021	41210	42400	43199	43998	44797	45596																
12	1			1	1	1		12	41110	42300	43490	44289	45088	45887	46686	12	41110	42300	43490	44289	45088	45887	46686	12	41110	42300	43490	44289	45088	45887	46686																
13	1	4	11	23,404	62			13	42199	43389	44579	45378	46177	46976	47775	13	42199	43389	44579	45378	46177	46976	47775	13	42199	43389	44579	45378	46177	46976	47775																
14		4	9	23,404	62		5	14	0	4356	9801	25488	37897	45382	24774	14	0	4356	9801	25488	37897	45382	24774	14	0	4356	9801	25488	37897	45382	24774																
15					3	2	1	15	0	0	0	0	4084	2723	1361	15	0	0	0	0	4084	2723	1361	15	0	0	0	0	4084	2723	1361																
16					4	1	4	16	0	0	0	0	6534	1634	6534	16	0	0	0	0	6534	1634	6534	16	0	0	0	0	6534	1634	6534																
TOTAL = 100.9286																SALARY = 4155150																															
4.00% BA LANE CAREER INCREMENT % OF BA BASE																CAREER INCREMENT = 62514																															
5.00% MA LANE 1ST CAREER INCREMENT % OF BA BASE																Plus Phase II = 100840																															
6.00% MA LANE 2ND CAREER INCREMENT % OF BA BASE																SUBTOTAL = 4318504																															
																\$ INCREASE = 186212																															
REGULAR PROGRAM ONLY																% INCREASE = 4.51%																															

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

2007-08 WEIGHTING

STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30
1	1	0	0	0	0	0	0
2	2.08	1.08	0	0	0	0	0
3	2.16	0	0	1.19	0	0	0
4	2.82688	1.16	0	0	1.26	0	0
5	4.68	2.42	0	0	0	0	0
6	2.44	0	0	0	1.36	0	0
7	5.08	1.31	1.35	0	0	0	0
8	1.32	1.36	2.8	0	1.46	0	0
9	2.74	2.82	0	0	0	0	0
10	2.84	1.46	1.5	0	1.56	0	0
11	1.47	0	0	0	0	0	0
12	1.51	0	0	1.63	1.66	1.7	0
13	1.55	6.36	18.04	39.08572	0	0	0
14	0	0.16	0.36	0.936185	13.92	5.34	9.1
15					0.15	0.1	0.05
16					0.24	0.06	0.24

TOTAL = 154.9188

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WEBSTER CITY COMMUNITY SCHOOL DISTRICT															
2006-07 INDEX		2006-07 SALARY SCHEDULE													
STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30
1	1.00	1.04	1.08	1.11	1.14	1.18	1.22	1	26450	27508	28566	29360	30153	31211	32269
2	1.04	1.08	1.12	1.15	1.18	1.22	1.26	2	27508	28566	29624	30418	31211	32269	33327
3	1.08	1.12	1.16	1.19	1.22	1.26	1.30	3	28566	29624	30682	31476	32269	33327	34385
4	1.12	1.16	1.20	1.23	1.26	1.30	1.34	4	29624	30682	31740	32534	33327	34385	35443
5	1.17	1.21	1.25	1.28	1.31	1.35	1.39	5	30947	32005	33063	33856	34650	35708	36766
6	1.22	1.26	1.30	1.33	1.36	1.40	1.44	6	32269	33327	34385	35179	35972	37030	38088
7	1.27	1.31	1.35	1.38	1.41	1.45	1.49	7	33592	34650	35708	36501	37295	38353	39411
8	1.32	1.36	1.40	1.43	1.46	1.50	1.54	8	34914	35972	37030	37824	38617	39675	40733
9	1.37	1.41	1.45	1.48	1.51	1.55	1.59	9	36237	37295	38353	39146	39940	40998	42056
10	1.42	1.46	1.50	1.53	1.56	1.60	1.64	10	37559	38617	39675	40469	41262	42320	43378
11	1.47	1.51	1.55	1.58	1.61	1.65	1.69	11	38882	39940	40998	41791	42585	43643	44701
12	1.51	1.55	1.60	1.63	1.66	1.70	1.74	12	39940	40998	42056	42850	43643	44701	45759
13	1.55	1.59	1.64	1.67	1.70	1.74	1.78	13	40998	42056	43078	43871	44665	45759	46817
14					1.74	1.78	1.82	14					46023	47081	48139
2006-07 SUPPLEMENTAL PAY SCATTERGRAM															
STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30	STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30
1	0.275	0.1						1	7274	2751	0	0	0	0	0
2								2	0	0	0	0	0	0	0
3	0.12	0.04						3	3428	1185	0	0	0	0	0
4	0.1925	0.19						4	5703	5830	0	0	0	0	0
5	0.15							5	4642	0	0	0	0	0	0
6	0.0725							6	2340	0	0	0	0	0	0
7	0.2		0.06					7	6718	0	2142	0	0	0	0
8	0.07		0.055					8	2444	0	2037	0	0	0	0
9	0.305	0.18			0.04			9	11052	6713	0	0	1598	0	0
10								10	0	0	0	0	0	0	0
11								11	0	0	0	0	0	0	0
12	0.05		0.165					12	1997	0	6983	0	0	0	0
13	0.19	0.2125	0.35	0.845	0.11			13	7790	8937	15182	37325	4946	0	0
14					0.1625	0.05	0.15	14	0	0	0	0	7479	2354	7221
TOTAL = 166068															
PLUS Concessions (\$4000) = 4000															
TOTAL 2006-07 SUPPLEMENTAL PAY = 170068															

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

2007-08 WEIGHTING - SUPPLEMENTAL PAY

STEP	BA	BA+10	BA+20	BA+30	MA	MA+15	MA+30
1	0.1	0	0	0	0	0	0
2	0.182	0.108	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0.1792	0.0464	0	0	0	0	0
5	0.22523	0.2299	0	0	0	0	0
6	0.183	0	0	0	0	0	0
7	0.14288	0	0	0	0	0	0
8	0.264	0	0.084	0	0	0	0
9	0.0959	0	0.07975	0	0	0	0
10	0.4331	0.2628	0	0	0.0624	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0.372	0.33788	0.8446	1.41115	0	0	0
14	0				0.47415	0.089	0.273

TOTAL = 6.48033

PLUS Concessions (\$4000) = 4000

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

91 Employees Covered in WCESA Agreement

COSTING SUMMARY

	2006-07	2007-08	INCREASE		INCREASE
CUSTODIANS	264476	277870	13395	5.1%	\$0.25 ON BASE
BUS DRIVERS & MECHANIC	118871	124854	5983	5.0%	\$25.00 ON BASE
SECRETARIES	79504	85635	6132	7.7%	\$0.25 ON BASE
ASSOCIATES (Student)	469278	498060	28781	6.1%	\$0.25 ON BASE
ASSOCIATES (Technology)	60852	65164	4313	7.1%	\$0.25 ON BASE
ILS	30975	33352	2378	7.7%	\$0.25 ON BASE
ELL	26188	27833	1645	6.3%	\$0.25 ON BASE
FOOD SERVICE	186746	199187	12441	6.7%	\$0.25 ON BASE
NURSE (195 days x 8 hrs x \$20.38)	31793	32651	858	2.7%	\$0.55 HRLY INC
					\$0.50 BUS MECH
TOTAL SALARIES	1268681	1344606	75925	6.0%	
S PPO \$520.30 X 77 EE X 12 MON	480757	489603	8846	1.8%	PROJECTED INC
F A SELECT \$595.30 X 3 EE X 12 MON	21431	21775	345	1.6%	1.84%

TOTAL INSURANCE	502188	511379	9191	1.8%	
FICA.....	97054	102862	5808		
IPERS (goes from 5.75% to 6.05% in 2007-08).....	72949	81349	8400		
TOTAL WITH FICA/IPERS	1940872	2040196	99324	5.12%	

FAMILY CONTRIBUTION FOR 2007-08 =

SINGLE PREMIUM =	\$529.87	
2007-08 FAM CONTRIBUTION =	\$75.00	- not available for new employees
TOTAL 2007-08 CONTRIBUTION =	\$604.87	
2007-08 EE CONTRIBUTION =	\$719.83	
\$1,300.77 (FAMILY 2006-07 TOTAL)		
PROJECTED 2007-08 FAMILY =	\$1,324.70	

	NEW 2007-08	CURRENT
CUSTODIAL BASE SALARY =	\$11.40	\$11.15
TRANSPORTATION BASE SALARY =	\$940.00	\$915.00
SECRETARIES BASE SALARY =	\$9.40	\$9.15
ASSOCIATES (STUDENTS) BASE SALARY =	\$9.40	\$9.15
ASSOCIATES (TECHNOLOGY) BASE SALARY =	\$9.40	\$9.15
FOOD SERVICE BASE SALARY =	\$9.40	\$9.15

LONGEVITY 21-22 YRS =	\$400
LONGEVITY 23-25 YRS =	\$500
LONGEVITY 26+ YRS =	\$600

CUSTODIAL, FOOD SERVICE, & SECRETARY/PARA/ILS/ELL/TECH SCHEDULES

	2007-08	CURRENT
STEPS 1-9 =	\$0.15	\$0.10
STEPS 10-14 & 16+ =	\$0.15	\$0.15
STEP 15 =	\$0.30	\$0.25

EXTRA FOR PARA CERTIFICATION =
\$0.25

	2007-08	CURRENT
TRANSPORTATION SCHEDULE		
STEP 2 =	\$15	\$10
STEP 3-4 =	\$20	\$15
STEP 5-9 =	\$25	\$25
STEP 10-14 =	\$20	\$10
STEP 15+ =	\$30	\$25

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

FOOD SERVICE

				\$9.40 - MINIMUM							
				2006-07			2007-08			HRLY	
NAME	HRLY	# HRS	# DAYS	SALARY	STEP	RATE	SALARY	\$ INC	\$ INC		
Barnes, Lorraine	9.25	3.5	187	6054	3	9.70	6349	295	0.45		
Condor, Sharon	9.55	7	187	12501	6	10.15	13286	785	0.60		
Crouch, Sally (+Long)	11.70	7	187	15715	25	12.40	16832	1116	0.70		
Dill, Kevin	9.75	7.5	187	13674	8	10.45	14656	982	0.70		
Firsching, Sandra	9.75	7	187	12763	8	10.45	13679	916	0.70		
George, Connie	9.85	7	187	12894	9	10.60	13875	982	0.75		
Gilbert, Lori	9.15	3.5	187	5989	2	9.55	6250	262	0.40		
Lacey, Diane	9.85	7	187	12894	9	10.60	13875	982	0.75		
Lake, Norma	9.45	3	187	5301	5	10.00	5610	309	0.55		
Leeds, Kim	9.75	7	187	12763	8	10.45	13679	916	0.70		
McKenzie, Linda	9.85	7	187	12894	9	10.60	13875	982	0.75		
Romick, Betty	9.75	7	187	12763	8	10.45	13679	916	0.70		
Smith, Shirley	9.55	4.25	187	7590	6	10.15	8067	477	0.60		
Steuerwald, Judy	9.65	7	187	12632	7	10.30	13483	851	0.65		
Tapper, Linda	9.25	7	187	12108	3	9.70	12697	589	0.45		
Trask, Sharyn * (+Lon	12.70	7.5	187	18212	24	13.40	19294	1082	0.70		
TOTAL				186746			199187	12441	0.63		
								6.66%	AVG		

* Receive an additional \$1 for Supervisor

NEW SCHEDULE		2007-08
STEP	SALARY	
1	\$9.40	
2	\$9.55	
3	\$9.70	
4	\$9.85	
5	\$10.00	
6	\$10.15	
7	\$10.30	
8	\$10.45	
9	\$10.60	
10	\$10.75	
11	\$10.90	
12	\$11.05	
13	\$11.20	
14	\$11.35	
15	\$11.65	
16	\$11.80	
17	\$11.95	
18	\$12.10	
19	\$12.25	
20	\$12.40	
BASE INC =		\$0.25
STEP INC =		\$0.15
FOR STEPS 1-9		
STEP INC =		\$0.15
FOR ST 10-14;16+		
STEP INC =		\$0.30
FOR STEPS 15		

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

\$9.40 - MINIMUM

NAME	HRLY RATE	# HRS	# DAYS	2006-07 SALARY	2007-08 STEP	HRLY RATE	2007-08 SALARY	\$ INC	HRLY \$ INC	NEW SCHEDULE	
SECRETARIES										2007-08	STEP SALARY
Draeger, Mary Ellen	9.75	8	210	16380	8	10.45	17556	1176	0.70	1	\$9.40
Jaycox, Sue	11.70	8	216	20218	21	12.40	21827	1610	0.70	2	\$9.55
Kastler, Chris	10.70	8	210	17976	15	11.65	19572	1596	0.95	3	\$9.70
Koons, Judy	10.10	5	191	9646	11	10.90	10410	764	0.80	4	\$9.85
Royster, Stacie	10.00	4.35	188	8178	8 + **	10.70	8750	572	0.70	5	\$10.00
Shehorn, Marcy	9.45	4	188	7106	5	10.00	7520	414	0.55	6	\$10.15
				79504			85635	6132	7.7%	7	\$10.30
ASSOCIATES (Student)										8	\$10.45
Bahrenfuss, Debra	10.10	7.5	188	14241	11	10.90	15369	1128	0.80	9	\$10.60
Bieker, Judy	9.25	4	188	6956	3	9.70	7294	338	0.45	10	\$10.75
Brandt, Beth	9.50	7	188	12502	3 + **	9.95	13094	592	0.45	11	\$10.90
Burton, Karen (+Long)	11.70	7.5	186	16722	26	12.40	17898	1177	0.70	12	\$11.05
Clabaugh, Amanda	9.15	7	188	12041	2	9.55	12568	526	0.40	13	\$11.20
Clabaugh, Jodi	9.15	7.25	188	12471	2	9.55	13017	545	0.40	14	\$11.35
Cooney, Emmett	9.40	7	188	12370	2 + **	9.80	12897	526	0.40	15	\$11.65
Craven, Mary	9.65	4	188	7257	7	10.30	7746	489	0.65	16	\$11.80
Crim, Sandy	9.15	7	188	12041	2	9.55	12568	526	0.40	17	\$11.95
Dykstra, Patti	9.55	7	188	12568	6	10.15	13357	790	0.60	18	\$12.10
Elsberry, Jennifer	9.85	7	188	12963	9	10.60	13950	987	0.75	19	\$12.25
Elwood, Trudy	9.45	7	188	12436	5	10.00	13160	724	0.55	20	\$12.40
Fisher, Holly	9.65	7.5	188	13607	7	10.30	14523	917	0.65	STEP INC = \$0.15	
Fitchhorn, Paula	9.65	7	188	12699	7	10.30	13555	855	0.65	FOR STEPS 1-9	
Hilpipre, Nixie	9.45	7	188	12436	5	10.00	13160	724	0.55	STEP INC = \$0.15	
Hicok, Sandra	9.75	7	188	12831	8	10.45	13752	921	0.70	FOR ST 10-14;16+	
Hilton, David	10.35	6	188	11675	11 + **	11.15	12577	902	0.80	STEP INC = \$0.30	
Hilton, Rosemary	9.60	7	188	12634	4 + **	10.10	13292	658	0.50	FOR STEP 15	
Karbula, Mary	9.50	7	188	12502	3 + **	9.95	13094	592	0.45	BASE INCR = \$0.25	
McKern, Kathy	9.15	2.5	186	4255	2	9.55	4441	186	0.40		
Messner, Jeanette	9.40	7	188	12370	2 + **	9.80	12897	526	0.40		
Morris, Adell	10.10	7	188	13292	9 + **	10.85	14279	987	0.75		
Nessa, Cheryl	9.75	6.75	188	12373	8	10.45	13261	888	0.70		
Nessa, Christine	9.55	7	188	12568	6	10.15	13357	790	0.60		
Nilles, Virginia	9.50	7	188	12502	3 + **	9.95	13094	592	0.45		
Olmstead, Rhonda	11.50	7	188	15134	18 + **	12.35	16253	1119	0.85		
Pedersen, Alexis	9.45	7.5	188	13325	5	10.00	14100	776	0.55		
Peterson, Sharon	10.10	7	188	13292	9 + **	10.85	14279	987	0.75		
Pursley, Katie	10.00	7	188	13160	8 + **	10.70	14081	921	0.70		
Rasmussen, Alayne	9.95	7	188	13094	10	10.75	14147	1053	0.80		
Sletten, Debra	10.10	6.5	188	12342	11	10.90	13320	978	0.80		
Smith, Pam	9.15	7	188	12041	2	9.55	12568	526	0.40		
Sonsalla, Kathy (+Long)	11.95	7	188	16126	24 + **	12.65	17147	1021	0.70		
Stein, Dennis	11.35	7	188	14937	17 + **	12.20	16055	1119	0.85		
Stein, Flo	9.25	5.25	186	9033	3	9.70	9472	439	0.45		
Tanner, LuAnn	9.75	7	188	12831	8	10.45	13752	921	0.70		
Walters, Brad	9.15	6.25	188	10751	2	9.55	11221	470	0.40		
Wistey, Rachel	9.15	7.5	188	12902	2	9.55	13466	564	0.40		
				469278			498060	28781	6.1%		
ASSOCIATES (Technology)											
Hinrichs, Debbie	11.40	7	192	15322	19	12.25	16464	1142	0.85		
Felder, Diana (+Long)	11.70	7	192	16125	25	12.40	17166	1041	0.70		
Bergquist, Amber	9.75	7.5	188	13748	8	10.45	14735	987	0.70		
Spire, Nancy	11.65	7	192	15658	19 + **	12.50	16800	1142	0.85		
				60852			65164	4313	7.1%		
ILS											
Benda, Sandy	11.20	5.3	188	11160	16 + **	12.05	12007	847	0.85		
Musgrave, Larry	10.95	7.5	190	15604	16	11.80	16815	1211	0.85		
Royster, Stacie	11.20	2	188	4211	16 + **	12.05	4531	320	0.85		
				30975			33352	2378	7.7%		
ELL											
Bever, Rusty	10.65	7	188	14015	13 + **	11.45	15068	1053	0.80		
Dawson, Kathy	9.25	7	188	12173	3	9.70	12765	592	0.45		
				26188			27833	1645	6.3%		
TOTAL				666796			710045	43248	6.5%		

** FOR PARA CERT=

\$0.25

WEBSTER CITY COMMUNITY SCHOOL DISTRICT**BUS DRIVERS**

NAME	STEP	REG 2006-07 RATE	2006-07 SALARY	6 pd holidays	TOTAL 2006-07	
Cupp, Ernie (+Long)	22	1000.0	9000	300	9700	
Darling, JoAnn	8	965.0	8685	290	8975	
Darling, Todd	2	925.0	8325	278	8603	
Doolittle, Wendell	9	965.0	8685	290	8975	
Entriiken, Dave	6	965.0	8685	290	8975	
Hahne, Dick	4	1178.0	10602	353	10955	(plus \$238 Ft. D Bus)
Krause, Clarence	2	925.0	8325	278	8603	
Olmstead, H. (+Long)	27	1000.0	9000	300	9700	
Richardson, Tammy	3	940.0	8460	282	8742	
Schlitter, Arden (+Long)	23	1000.0	9000	300	9700	
Walters, Brad	1	915.0	8235	275	8910	
TOTAL					101835	

NAME	STEP	REG 2007-08 RATE	2007-08 SALARY	6 pd holidays	TOTAL 2007-08	\$ INC
Cupp, Ernie (+Long)	23	1050.0	9450	315	10265	565
Darling, JoAnn	9	1000.0	9000	300	9300	326
Darling, Todd	3	975.0	8775	293	9068	465
Doolittle, Wendell	10	1020.0	9180	306	9486	512
Entriiken, Dave	7	1000.0	9000	300	9300	326
Hahne, Dick	5	1238.0	11142	371	11513	558 (plus \$238 Ft. D Bus)
Krause, Clarence	3	975.0	8775	293	9068	465
Olmstead, H. (+Long)	28	1050.0	9450	315	10365	665
Richardson, Tammy	4	975.0	8775	293	9068	326
Schlitter, A. (+Long)	24	1050.0	9450	315	10265	565
Walters, Brad	2	955.0	8595	287	9282	372
TOTAL					106978	5143

\$ INCREASE = 5143
% INCREASE = 5.05%

	2007-08 CURRENT SALARY	2007-08 CURRENT STEPS	NEW 2007-08 STEPS
STEP 1	\$940.00		
2	\$955.00	\$10.00	\$15.00
3-4	\$975.00	\$15.00	\$20.00
5-9	\$1,000.00	\$25.00	\$25.00
10-14	\$1,020.00	\$10.00	\$20.00
15+	\$1,050.00	\$25.00	\$30.00
BASE INCREASE - \$25.00			

BUS MECHANIC

		2006-07 SALARY	2007-08 SALARY
Olmstead, Harold	10.14	1680	17035
Olmstead, Harold	10.64	1680	17875

2006-07 TOTAL = 118871
2007-08 TOTAL = 124854

\$ INCREASE = 5983
% INCREASE = 5.03%

\$ INC= 840
% INC= 4.93%

SALARY INC = **0.50**

WEBSTER CITY COMMUNITY SCHOOL DISTRICT

CUSTODIANS

NAME	STEP	REGULAR		OVERTIME		TOTAL
		RATE	# HRS	RATE	# HRS	2006-07 SALARY
Baker, Dan	17	13.91	2080	20.87	200	33112
Clabaugh, Norma	1	11.15	1040			11596
Clabaugh, Rod	4	11.45	2080	17.18	200	27251
Draeger, Karen (+Lon)	10	13.11	2080	19.66	200	31590
Hurt, Travis	2	11.25	2080	16.88	200	26775
Kelly, David	1	11.40	2080	17.10	200	27132
Nelson, Robert	1	11.40	2080	17.10	200	27132
Orton, Jacob	1	11.15	1040			11596
Powell, Riley (+Long)	20	15.30	2080	22.94	200	36804
Thomason, Keith	11	13.23	2080	19.85	200	31487
TOTAL.....						264476

NAME	STEP	REGULAR		OVERTIME		TOTAL	\$ INC.	STEP	2007-08 SALARY
		RATE	# HRS	RATE	# HRS	2007-08 SALARY			
Baker, Dan	18	14.81	2080	22.21	200	35236	2124	1	\$11.40
Clabaugh, Norma	2	11.55	1040			12012	416	2	\$11.55
Clabaugh, Rod	5	12.00	2080	18.00	200	28560	1309	3	\$11.70
Draeger, Karen (+Lor)	11	13.95	2080	20.92	200	33689	2099	4	\$11.85
Hurt, Travis	3	11.70	2080	17.55	200	27846	1071	5	\$12.00
Kelly, David	2	11.80	2080	17.70	200	28084	952	6	\$12.15
Nelson, Robert	2	11.80	2080	17.70	200	28084	952	7	\$12.30
Orton, Jacob	2	11.55	1040			12012	416	8	\$12.45
Powell, Riley (+Long)	20	16.05	2080	24.08	200	38804	1999	9	\$12.60
Thomason, Keith	12	14.09	2080	21.14	200	33544	2056	10	\$12.75
TOTAL.....						277870		11	\$12.90
								12	\$13.05
								13	\$13.20
								14	\$13.35
								15	\$13.65
								16	\$13.80
								17	\$13.95
								18	\$14.10
								19	\$14.25
								20	\$14.40

\$ INCREASE = 13395
% INCREASE = 5.06%

2006-07 BASE - \$11.15

		NEW STEP
STEPS 1-9 INCREASE =		\$0.15
STEPS 10-14 & 16+ INCREASE =		\$0.15
STEP 15 INCREASE =		\$0.30
BASE INCREASE -	\$0.25	